

Job Description- Lead Pastor Salem Mennonite Church

Qualifications

- The pastor will be a committed Christian leader, well grounded in the Biblical story and prepared to minister in the way of Jesus.
- The pastor will have a strong understanding of Anabaptist/Mennonite theology and practice, and be committed to it.
- M. Div. preferred.
- The pastor will be ordained, licensed, or working toward these credentials through PNMC.
- Excellent oral and written English communication skills required, Spanish desired.

Tasks

- Preaching: Weekly preach the Good News of Jesus Christ with an emphasis on Anabaptist understandings.
- Worship: Collaborating with the Worship Committee to plan creative and meaningful worship experiences.
- Congregational Care: Coordinate the care of the congregation with the Pastoral Elders, being aware of needs of all ages and abilities. Care and support might include hospital visitation, phone calls or visits to elderly church members, prayer, premarital counseling, weddings, funerals, baby dedications and similar practices.
- Engage in self-care, managing self in ministry in ways that ensure emotional health, maintain boundaries, and make space for healthy accountability.
- Leadership and Administration: Work with the Elders, Leadership Board, and congregation in vision development. Encourage and support new initiatives throughout the congregation. Attend committee meetings to provide leadership grounded in Christian discipleship. Answer emails from church leadership and congregation in a timely manner. Connect with Administrative Assistant to review the bulletin each week.
- Faith Formation: Forming faith in all ages through teaching, offering opportunities for Christian Spirituality practices and discipleship. Devote time for personal prayer, meditation, and Bible study. Facilitate in leading persons to a commitment to follow Christ and nurturing them in their faith journey.
- Advocate for youth and young adults.
- Develop relationships with the Southeast Keizer Community Center, Vida Nueva and other regular groups meeting in the church building. Participate on the following boards and committees:
 - o Pastoral Elders: The primary support team for the pastor.
 - o Leadership Board: the primary accountability group for the pastor, especially the Congregational Chair.
 - o Finance Committee
 - o Worship Committee
 - o Discernment Committee

Conference and Denomination

Support and participate in the activities of Pacific Northwest Mennonite Conference and Mennonite Church, USA. Serve as a delegate to PNMC gatherings and MCUSA Convention. Encourage the congregation to participate in PNMC and MCUSA. Consider serving as a camp pastor at Drift Creek Camp.

Schedule

Preaching generally occurs on a weekly basis except for vacation and the fifth Sunday of the month. The Pastor will develop a regular schedule of 40 hours per week. This will include office time, sermon preparation,

an evening of meetings, visitation, administration and other. The Pastor will select and maintain one- and one-half regular days off per week.

Vacation is based on experience in line with the pastoral salary guidelines provided by MCUSA. Holidays normally observed by the local school district shall be time off (Veteran's Day and President's Day excepted). Unused vacation from the previous year must be claimed in the first quarter of the new year.

In accordance with the Sabbatical leave policy, a three-month paid sabbatical will be available following every three years of service. (Sabbatical areas of focus are study, spiritual retreats, travel, or service ministries.) The Pastor will create the sabbatical plan and it will be reviewed and approved by the Elders, then shared with the congregation six months prior to Sabbatical.

Ethical Standards

The Pastor will adhere to the principles of the Confession of Faith in a Mennonite Perspective (Herald Press/Faith & Life Press, 1995).

The Pastor will adhere to the guidelines for Pastoral ethics in A Shared Understanding of Church Leadership: polity manual for Mennonite Church Canada and Mennonite Church USA, MennoMedia, 2015. (Pages 55-

Grounds for immediate dismissal include sexual impropriety, falsified financial or expense reports, any attempt to split the congregation, any attempt to have the congregation leave the Pacific Northwest Mennonite Conference.