

Lead Pastor – Portland Mennonite Church (PMC) – Job Description

Purpose: The Lead Pastor will provide pastoral and organizational leadership to PMC. The Lead Pastor will lead the congregation in its central mission of “seeking the peace of the city” through teaching, preaching, providing organizational focus, and spiritual direction

Essential Roles:

- Through preaching, teaching, and worship, shape the identity of the congregation as a distinctly Christian and Anabaptist community;
- In partnership with the Leadership Table, discern and carry the vision that guides the congregation in its mission;
- Work with the staff to create a healthy culture in which the congregation can live out the gospel daily and practically;
- Provide pastoral care and facilitate congregational care (officiate at life rituals, provide spiritual support during times of celebration or crisis);
- Lead the staff by providing support, direction, and supervision;
- Anticipate contentious issues and help generate healthy responses by contributing to the substance of the conversations;
- Serve as a PMC representative to the broader church community/conference, and Portland’s greater community of faith;
- Provide an engaging worship experience by enabling the variety of gifts within the church and serving with the worship committee.

Core Characteristics:

- Trustworthy (authentic, respected; speaks honestly, holds confidences)
- Personable (warm, outgoing, adaptable; relates well to people inside and outside PMC)
- Collaborative (attentive, responsive; a team-player who can ‘lead from the side’)
- Nurturing (supportive, accessible, encouraging; draws out strengths)
- Centered (holds clear Christian/Anabaptist commitments; comfortable with diversity)
- Curious/Inquisitive (reads widely; open to new directions; willing to fail)
- Patient/Persistent (identifies clear direction; sustains effort)
- Articulate (orally and in written communications)

Position: Full-time Lead Pastor. This is a salaried, exempt position with benefits (including retirement and health insurance according to the PMC ‘Employee Benefits and Policies’).

Qualifications: The Lead Pastor will be committed to the life and mission of PMC (and will be or will become a member of the congregation), as well as the theology and practices of Mennonite Church USA. Will be seminary-trained (M.Div. preferred); will be ordained or seek ordination with the Pacific Northwest Mennonite Conference; and have significant experience in the field of pastoral ministry.

Accountability: The Lead Pastor is accountable and will report regularly to the Leadership Table.