

Job Description

Lead Pastor, North Kildonan Mennonite Church

North Kildonan Mennonite Church looks to the Lead Pastor for spiritual leadership and pastoral care. The pastor is chosen by the congregation for their various gifts and their willingness to bring these gifts to their ministry in the congregation. The pastor will always respect a covenant of confidentiality regarding personal information that is shared with them.

Pastoral Tasks

- The Lead Pastor is expected to give high priority to providing a biblically based preaching ministry. The preaching will be influenced by our Anabaptist heritage and church constitution.
- The Lead Pastor is expected to be involved with planning, organizing, and leading the worship service.
- The Lead Pastor will be responsible for the administration of the ordinances, together with other members of the congregation.
- The Lead Pastor will seek to connect and communicate with all generations, giving special attention to the important times and transition rituals in the lives of individuals and families. By personal attention to public functions, the pastor will seek to make these times as meaningful as possible.
- The Lead Pastor is expected to provide instruction to new members and baptismal candidates, and lead pre-marital counselling.
- The Lead Pastor is responsible for teaching and training volunteer leaders.
- The Lead Pastor is expected to encourage the formation of Bible study and fellowship groups within the congregation and support these groups with leadership if needed. Such groups are important in nurturing spiritual growth and an effective tool for outreach to the community at large.

Pastoral Care

- The Lead Pastor shall seek to meet the needs of the bereaved, distressed, or ill within the congregation. Together with the care-giving team, the pastor shall plan and carry out a program of pastoral care based on the priority of those that may be in need.
- The Lead Pastor is to be sensitive to the individual needs of members of the congregation. The Lead Pastor is to provide counselling ministry as needed and make appropriate referrals when necessary.

Church Programs and Organizations

- The Lead Pastor shall have regular involvement in Church Council. The Lead Pastor will act as ex-officio on all committees. The Lead Pastor shall occasionally participate in the work of various committees and program activities in conjunction with special events of these groups.
- When called upon to do so, the Lead Pastor will participate in Mennonite Church Manitoba or Mennonite Church Canada tasks with the congregation's interest and concern. This is

perceived as the church's valid extension of itself, its outreach, and influence. These involvements, however, shall be limited to one leadership role in any one of the conferences at one time.

Administration

- The Lead Pastor is to give leadership to the work of the church by providing administrative guidance to the various programs of the church, and being supported by the care-giving team, Church Council, and members of the church.
- The Lead Pastor serves as the supervisor for the Office Administrator and the Church Custodian, and mentor/supervisor for the Faith Development Pastor.
- The Lead Pastor is expected to spend a minimum of four (4) half-days in the office each week for administrative duties as well as being available for drop-in visits by members of the congregation.

Accountability

- The Lead Pastor will serve as a member of Church Council, with accountability to the Council.
- The Lead Pastor submits for approval to Church Council annual pastoral plans for all programs and responsibilities outlined above. The pastor is asked to present an annual personal plan which includes goals for the coming year to Church Council. Periodically, a performance assessment will be conducted against these plans in discussion with the Lead Pastor.

Employment Type

- Full-time (minimum 40 hours per week), salaried.
- Benefits package includes pension plan, medical, vision and health plan, and life insurance.