

MORDEN MENNONITE CHURCH PASTORAL JOB DESCRIPTION

(Approved by Church Council and the Congregation – March, 2026)

Morden Mennonite Church (MMC) is a Mennonite Church Manitoba congregation within the context of Mennonite Church Canada. MMC seeks a pastoral leader who demonstrates adaptive servant leadership qualities, balancing traditional pastoral care and preaching with modern demands for community engagement, and fostering an Anabaptist vision of peace and justice. The role is collaborative, with the pastor working to equip and empower MMC participants to be relevant in navigating an increasingly complex post-Christendom context locally, provincially, and throughout the world.

Core Responsibilities

Worship and Teaching (approx. 30%):

- Provide biblically grounded, engaging, and relevant teaching (sermons) that connects Anabaptist theology to contemporary life, emphasizing discipleship, peace, and community.
- Work with a worship committee to design worship services, incorporating creative elements and diverse perspectives, evolving the worship experience to include a range of formats and experiences (music, drama, dialogue, Taizé, liturgy etc.)
- Support Christian education for all ages, including Adult, Youth, and Children, nurturing faith development for all.

Pastoral Care and Community Care (approx. 25%):

- Coordinate/provide compassionate relational care and counsel to MMC participants during life crises such as illness, relational conflicts, presiding over life milestones (weddings, funerals, baptisms, etc).
- Foster a welcoming environment across all generations to build community.
- Participate and support social service initiatives both in local and broader community.

Visioning, Leadership, Administration (approx. 25%):

- Collaborate with Church Council, committees, and MMC participants to discern the church's future, fostering unity, and guiding the congregation in its mission and strategic plan.
- Provide direction, mentorship, and support to salaried staff and volunteers.
- Provide regular reports for council and annual general meeting.
- Ensure effective communication occurs within and beyond the church using technology, in person conversation, bulletin boards etc., as deemed appropriate.

Community and Denominational Engagement (approx. 10%):

- Participate in Mennonite Church Manitoba and Mennonite Church Canada meetings and foster relationships between MMC and other denominational churches. Provide information to council and congregation as deemed appropriate.

- Represent the congregation in local faith community (churches, mosques, etc) conversations/meetings, and community events as deemed appropriate.

Personal and Professional Growth (approx. 10%)

- Pursue continuing education, and maintain emotional/spiritual wellness, ensuring a sustainable ministry.
- Participate in a church reference group as per MMC's practice.
- MMC uses Mennonite Church Manitoba personnel policies as its guide for addressing human resource agenda.

Competencies

- **Anabaptist Identity Formation:** Teaching and equipping members in foundational principles such as pacifism, voluntary membership, service, and restorative justice.
- **Digital Proficiency:** Navigating hybrid worship (in-person and online), social media communication, managing virtual community connections, able to utilize a range of software including Word, Excel, PowerPoint.
- **Conflict Transformation:** Modeling healthy ways to handle differences within the congregation through mediation and dialogue.
- **Affirm and Welcome LGBTQ2S+:** Further our efforts to be an affirming congregation, support efforts to be a welcoming congregation in partnership with other congregations and community events.
- **Intergenerational Ministry:** Able to engage with all ages, from children to seniors, and supporting volunteers/sponsors as appropriate.
- **Intercultural Sensitivity:** Capacity to work with and evolve a diverse church, welcoming newcomers.
- **Background Check:** Criminal record check and child abuse registry checks are required.

Qualifications and Expectations

- **Education:** Master of Divinity (M.Div.) or equivalent theological education, with an emphasis on Anabaptist studies. Will consider other combinations of education with possible support to upgrade education as indicated.
- **Ordination:** Ordination or licensing is generally required. This process is led by Mennonite Church Manitoba.
- **Health and Wellness:** A commitment to personal, spiritual, and physical health, with clear professional boundaries and self-care.
- **Regional Connection:** Active participation in regional and national church meetings (e.g., MC Manitoba & Canada assemblies).