

Pastor, Member of a Team - One Full-time equivalent Pastoral Team member. A Full-time position is desired, but less than Full-time may be considered.

Structure

- Our goal is to install and maintain a pastoral team of 3 - 5 (the equivalent of at least two people working full-time positions) comprised of individuals that may be: salaried or non-salaried; full- or part-time; credentialed or uncredentialed.
- All team members are referred to as pastors and have equal authority, with one pastor designated as team leader.

Function

The pastoral team, both as separate arenas and one integrated ministry structure, provides visionary leadership for all congregational ministry through the five commissions (refer to CIF section III.A). The team leads the congregation in achieving its vision goals and equipping & empowering all persons in the congregation for ministry. Individual pastors are appointed to commission(s) (no more than 2 per person). A pastor will ideally have broad ministry experience, but a special gifting for ministry in at least two of the five commissions. A pastor provides visionary leadership for the commission by working in concert with the rest of the congregation, facilitating communication, providing direction, and helping to secure resources. The pastor is not in charge of the commission, but rather collaborates closely with the commission chair and members.

The Pastor, Member of a Team should assist in building a climate that encourages mutual accountability. The Pastor, Member of a Team will actively participate in meetings for the pastoral team unless they are appointed Team Leader, in which case they will coordinate and facilitate pastoral team meetings. It is important that the Pastor, Member of a Team have healthy communication skills.

Position Priorities

- Serve on 1-2 commissions (determined by gifting)
- Preach the good news of Jesus Christ, up to 75% of Sundays
- Promote Anabaptist theology
- Approach congregational interactions, communications, and decision-making positively
- Participate in meaningful and healthy interpersonal relationships, including self-care
- Spend time in prayer and study, continuing education, and spiritual retreats
- Attend regular (generally monthly) trustee meetings
- Provide pastoral care or delegate care when appropriate
- Conduct initiation of new members, baptisms, marriages, funerals, and communion
- Act on behalf of the congregation in the larger community and church
- Attend or delegate attendance to church wide or conference meetings

Expectations

- Graduate degree such as MA in theological studies or MDiv or higher
- Authorize FMC to conduct a national criminal background investigation and Indiana Sheriffs Sex and Violent Offender Registry check. Acceptable background and registry results.
- Psychological Inventory – Candidate Assessment completion
- Employee Renewal Application completion

Ethical Standards

- Abide by pastoral ethics outlined (pp. 106-127) in *A Mennonite Polity for Ministerial Leadership* (Everett J Thomas, ed.; Faith & Life Press, Newton KS/Winnipeg MB, 1996)
- Adhere to the principles of the *Confession of Faith in a Mennonite Perspective* (Herald Press/Faith & Life Press, 1995)
- Abide by all policies and procedures of FMC, including Keeping FMC Safe.
- Agree to protect the health and safety at all times of the persons, youth, or children assigned to your care or supervision.

Accountability & Support

The Pastor is accountable to the congregation through Trustees. Trustees are the primary governing body of FMC, who supervise and support the pastoral team and represent FMC in legal matters. The Trustees also oversee church structure, by-laws, and congregational meetings.

Work with Trustees to determine the extent and frequency of responsibilities to the area conference, contents and frequency of reports to Trustees and frequency and contents of reports to the congregation.

Work Load

It is reasonable to expect a full-time pastor to work an average of 40-50 hours per week and have the equivalent of 1-2 days off per week.

Other Issues

- Covenant of Understanding (COU), a separate document, outlines: length of term, salary, social security, benefits such as pension/retirement plan, health plan, sick and parental leave, vacation & holidays, sabbatical leave, continuing education, expenses, review, and resignation/termination details.
- Modification of Salary, Benefits, and Expenses is negotiated annually during the budget review process. FMC utilizes the Mennonite USA salary guidelines and works with Everence for Corinthian Plan benefits.
- Modification of the Job Description or Covenant of Understanding by either pastor or congregation could begin with conversation with Pastor or Trustees. (Examples could be vacation time or parental leave).