

**Pastor, Member of a Team – 0.75 FTE Paid Pastoral Team member.** This pastor will primarily engage with the Church Life Commission and collaborate with Faith Formation Commission; input into other commissions is welcomed; some preaching is expected.

### Structure

- Our goal is to install and maintain a pastoral team of 3 - 5 (the equivalent of at least two persons 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, as 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 gift for ministry in at least two of the five commissions (may be only one commission for a part-time pastor, depending on gifts and needs). 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 supports and equips 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 of the pastoral team and if they are appointed Team Leader, they will coordinate and facilitate pastoral team meetings. It is important that the Pastor, Member of a Team, has effective communication skills.

### Position Priorities For This Team Member

- Support and equip the Church Life Commission
- Support and equip the Care Team and small group fellowships
- Provide pastoral care for higher levels of need or when asked to do so by the Care Team. The Care Team is equipped to handle the majority of day-to-day needs
- Support opportunities for relational life of the congregants
- Collaborate with Faith Formation Commission to integrate persons of all ages, backgrounds, identities into the life of the congregation
- Preach the good news of Jesus Christ approximately 12 Sundays per year
- 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
- Conduct initiation of new members, baptisms, marriages, funerals, and communion in collaboration with the Pastoral Team
- Act on behalf of the congregation in the larger community and church

### Expectations

- Graduate degree such as MA in theological studies/MDiv or higher, with or without formal Clinical Pastoral Education, but lesser levels of formal training will be considered
- Bi-vocational persons are welcome
- 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 in *A Shared Understanding of Ministerial Leadership: Polity Manual for Mennonite Church Canada and Mennonite Church USA* (Menno Media, 2017), pp 55-71, Section IV, "Ethics in Ministry"
- 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 their care or supervision

## Accountability & Support

The pastor is accountable to the congregation through Trustees. Trustees supervise and support the pastoral team and represent FMC in legal matters. The Trustees also oversee church structure, bylaws, and congregational meetings.

The pastor will 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.

A Pastoral Support Group will include congregants who are selected by the pastor.

## Work Load

It is reasonable to expect a three-fourth-time pastor would work three-fourth as many hours as a full-time pastor (full time is considered an average of 40-50 hours of work per week and an equivalent of 1-2 days off per week). Determine in consultation with other Pastors and Trustees and post hours of availability to carry out all responsibilities.

## 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)

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