

Breslau Mennonite Church

Job Description

Position: Intentional Interim Pastor

Preferred start date: 5 January 2026

Term: 18–24 months

FTE: 1.0

Position Description

At Breslau Mennonite Church (BMC) we strive to be a welcoming community of faith and worship supporting each other as we learn and grow, extending Christ's peace, love, and justice with our community and with the world (BMC Mission Statement).

The purpose of the Intentional Interim Pastor role is to support BMC in a significant change in its congregational life as its current Full-time Pastor of over 11 years has resigned and the search for a Part-time Pastor is ongoing. **We are seeking an experienced and thoughtful pastor to walk with us during this time of transition, to provide pastoral care and nurture, and to help us think about how we might faithfully embody our mission and vision as we look toward the future together.**

Accountability, Support, and Compensation

The Intentional Interim Pastor is accountable to the congregation through Church Council and reports to Council on areas of responsibility. The Pastor Congregation Relations Committee serves as a liaison, point of reference, and source of support. This position will form part of a collaborative pastoral team. Salary will be commensurate with education and experience following MC Canada salary guidelines. Provisions for flexible and/or occasional remote work can be arranged.

Qualifications

- Demonstrated commitment to Christ and the practice of an Anabaptist faith as outlined in *Confession of Faith in a Mennonite Perspective* (Herald Press, 1995);
- Previous pastoral experience of 15–20 years; experience with congregations in leadership transitions is preferred;
- Credentialed in Mennonite Church Eastern Canada (MCEC) with a commitment to adhere to ethical practice as discussed in *A Mennonite Polity for Ministerial*

Leadership (Faith & Life Press, 1996), *A Shared Understanding of Church Leadership: Polity Manual for Mennonite Church Canada and Mennonite Church USA* (Menno Media, 2017) and *Guiding Ministerial Leadership in Mennonite Church Canada* (2024);

- Biblical and theological training with a Master of Divinity/Theology or higher is preferred;
- Self-disciplined and self-aware with a demonstrated ability and willingness to navigate the pathways of congregational transitions and conflict;
- Strong people skills with the ability to listen deeply, have people feel heard, and the ability to discern appropriate responses;
- Collaborative spirit in working with others including an ability to assess gifts/skills of others and encourage them in their work in the church and community;
- Demonstrated compassion and empathy with a sensitivity to diversity (e.g., gender and sexual identities, race, varied church experiences and walks of life, etc.);
- Awareness and practice of safe and appropriate boundaries within all relationships as outlined in BMC and MCEC/MC Canada safe church policies;
- Clean vulnerable sector police check

Responsibilities

1. Preaching and Worship (30%)

- Support the Worship Committee to plan, organize, and lead Sunday worship services. The Intentional Interim Pastor will preach 2 to 3 Sundays per month.
- Sermons should be biblically based and should connect to everyday life aiming especially to meet the needs of a congregation in the midst of change and transition.
- Encourage and nurture the various gifts and talents of congregational members and make intentional use of these gifts in worship.
- Strive to ensure that worship services reflect the congregation's diversity of theological understandings and variety of tastes for style of worship.

2. Pastoral Care (30%)

- Provide leadership and coordination of pastoral care for congregants, paying particular attention to the loss people may sense with the resignation of the current pastor.
- Work collaboratively with the Elders Committee to provide ongoing crisis care to congregants.

- Affirm and celebrate important life stages and milestones of congregants (e.g., births, child dedications, weddings, funerals, baptisms, transfers of membership, etc.) in cooperation with the pastoral team.
- Enable and encourage the spiritual growth, direction, and leadership of others in the congregation. This may include supporting other committees (e.g., Adult Education Committee, etc.), ongoing projects (e.g., Sharing Spaces Project Committee), or through individual relationships.

3. Transitional Leadership (25%)

- Support congregational members both individually and collectively in the discernment process of future directions and decisions for BMC, perhaps through facilitating a comprehensive congregational listening exercise.
- Be available and committed to regular feedback, discussion, and dialogue with Church Council, the pastoral team, and other congregational leaders to maintain focus, prioritize activities, and to (re)assess the evolving needs of the congregation.

4. Supervision & Administration (10%)

- Supervise, resource, and support the Administrative Assistant and other staff.
- Work collaboratively with Church Council and other committees, participating as an ex-officio member where appropriate and necessary (e.g., Church Council, Elders, Worship, etc.)

5. Self-Care & Wider Church (5%)

- Place a priority on spiritual renewal, a regular practice of personal prayer and study.
- Actively represent BMC within the ministries of the broader church (e.g. MCEC, MC Canada), the ecumenical faith community, and the community at large.

Pastor's Partner (if applicable)

Given that congregations sometimes place burdens or expectations on the partner of a pastor, BMC recognizes that in calling a pastor, it is calling only the pastor. BMC affirms that appropriate boundaries between the pastor's relationship and the needs of the congregation need to be established and maintained while welcoming the pastor's partner to participate in the life of the congregation as they feel led.

For more information and/or to apply please contact Marilyn Rudy-Froese, MCEC Leadership Minister, by email at pastoraltransitions@mcec.ca.