

# Danforth Mennonite Church Job Description

**Position:** Interim Pastor

**Effective:** July 2021

**Term:** 12 – 24 months

**Purpose:** To provide leadership for the ministries of Danforth Mennonite Church within the following framework:

The covenant of Danforth Mennonite Church is a statement of the congregation's commitment to the Lord, to each other, and to the larger Christian community as well as a statement of the congregation's commitment to its pastoral leader.

The purpose of the intentional Interim Pastor role is to support Danforth Mennonite Church in a significant change in its congregational life, as its current pastor of over 20 years retires. Danforth Mennonite Church is a small, urban congregation in the Danforth neighborhood of Toronto, Ontario. Before embarking on future church directions and committing to a full time Pastor, the congregation looks to an Interim Pastor to provide pastoral care and spiritual nurture in this time of transition.

Just as there are various kinds of spiritual gifts, there are different types of pastoral leadership. The Interim pastor of Danforth Mennonite Church will share ministry leadership with the congregation. The Interim pastor will collaborate with the congregation's committees to set goals and carry out the mission of the congregation and with the Caring Network to nurture the congregation.

Ministry is the responsibility and activity of the whole congregation. Varieties of gifts are given by the Spirit for the common good of the church. Among these gifts is that of ministerial leadership (1 Corinthians 12).

## **Time Commitment:**

0.6 Full-time equivalent

The expectation is that the Interim Pastor works between 6-8 units per week (1 unit = 1 morning, afternoon, or evening)

## **Accountability:**

The Interim Pastor is accountable to the Congregation, which works through the Church Council. The Interim Pastor also works collaboratively with other Church committees. The Interim Pastor will provide regular reports to Church Council and periodic (e.g. annual, semi-annual) written reports to the Congregation.

### **Qualifications:**

- Previous pastoral experience of 15-20 years; experience with congregations in leadership transitions is preferred;
- Strong people skills – the ability to listen deeply, have people feel heard, and the ability to discern appropriate responses;
- Deep understanding of seniors, and of young people / families, and their life transitions;
- Rich understanding and experience in urban congregations, and the complex, dynamic urban environment in which they are situated;
- Self-disciplined and self-aware with the ability to navigate the pathways of congregational transitions;
- Collaborative spirit in working with others;
- Demonstrated compassion and empathy, particularly with care-giving and member visitation;
- Biblical and academic training, for example a Master of Divinity or Theology;
- Good teaching/preaching skills;
- Deep understanding of congregational life, communications, and be able and willing to address issues;
- Have counseling experience, with strong relational qualities;
- Maintain confidentiality and communicate with discretion;
- Self-starter with strong planning, coordinating, and organizational skills; and
- Able to assess gifts/skills of members to encourage them in their work in the church and community

### **Values and Commitments:**

- Have a demonstrated faith in Christ the Lord and Saviour.
- Adhere to Pastoral ethics as discussed in *A Mennonite Polity for Ministerial Leadership* (Everett J. Thomas, Editor, 1966 pp106-127) and the follow-up working document/revisions *A Shared Understanding of Church Leadership..Polity Manual for Mennonite Church Canada and Mennonite Church USA* (MennoMedia, Kitchener, ON and Harrisonburg, VA 2014).
- Adhere to the principles of the *Confession of Faith in a Mennonite Perspective* (Herald Press/Faith & Life Press, 1995).
- Agree with Danforth Mennonite Church Congregational Covenant.
- Be a servant leader in the congregation in accord with the theological understandings of the Believers' Church. The Interim Pastor will view and practice leadership in the context of a group of persons sharing leadership in the congregation, in a pattern of teamwork and accountability.
- Be a facilitator, striving to equip or empower (rather than to directly implement) the congregation for ministry. The Interim Pastor will act as a model of ministry from whom others may learn.
- Be committed to living by and communicating the Word of God in a challenging, current and relevant manner.
- Be open to working in a multi-ethnic setting in a small, urban congregation that respects diversity of class, age, gender, sexual orientation, ethnic background and physical ability, affirming diversity and encouraging each voice to be heard.
- Be open to dialogue with other traditions, work with them as appropriate in a common task of building God's kingdom and do so with a clear sense of denominational identity.

- Be committed to seeing the congregation as an integral member of Mennonite Church Eastern Canada and Mennonite Church Canada, supporting the concept of the broader Christian fellowship.

**Key Responsibilities:**

**1. Pastoral Care & Spiritual Leadership**

- Provide leadership and coordination of pastoral care for diverse church members, paying particular attention to the loss members may sense with the retirement of the current pastor.
- Work with the other spiritual leaders and the Caring Network to provide ongoing and crisis care to congregational members. The Pastor will do hospital visitations, help families deal with crisis problems, provide supportive counselling, and assist people with grief. The Interim Pastor, together with other spiritual leaders, will seek and nurture a relationship with every person in the congregation.
- Officiate at special worship services such as weddings, funerals, baptisms and membership transfers. The Interim Pastor will provide leadership to other people/groups within the congregation to help plan and carry out these rituals.
- As time allows, and depending on pandemic realities or commuting limitations, be available to those who do not attend Danforth Mennonite Church, but who come to the church building, or call the church office, for crisis care.
- Enable and encourage the spiritual growth, direction, and leadership of others within the congregation. This may include supporting existing Committees (e.g. Children's Education, Adult Education, the Caring Network, Outreach Committee, the Worship Committee, or others), supporting other current initiatives (Seeds of Peace), supporting new activities or initiatives, or through individual relationships that nurture spiritual growth.
- Support congregation members individually and through existing committees (e.g. Transition Team) in the discernment process of future directions and decisions for Danforth Mennonite Church.

**2. Preaching & Worship Leading**

- Support the Worship Committee to plan, organize and lead Sunday services, whether they take place in-person, or virtually, pending the pandemic context. The Interim Pastor will preach approximately two Sundays each month.
- Sermons, reflections and meditations should be biblically based and should connect spiritual teachings to everyday life, meeting the needs of the congregation in a time of change and transition.
- Worship services will reflect the congregation's diversity of theological understandings, as well as the variety of tastes for style of worship.

**3. Community Building**

- Represent the congregation and the Mennonite faith to the community at large, particularly with other congregations, ministries, and community services in the Danforth neighborhood.
- Be supportive of the congregation's existing relationships with community organizations (e.g. St. Clair O'Connor).

**4. Administration**

- Work with the Church Council to coordinate the total program of Danforth Mennonite Church.
- Participate as an ex-officio member of any committee of the church when requested.
- May delegate responsibilities to other staff or congregational members.

**5. Self-Caring**

- Place a priority on spiritual renewal, a regular practice of personal prayer and study.

**Performance Feedback:**

Be available and committed to regular feedback, discussion and dialogue with spiritual leadership, Church Council, and the Transition Team to maintain focussed, prioritize activities, and to assess the evolving needs of the congregation.

**Interim Pastor's Spouse:**

The congregation recognizes that it sometimes places burdens or expectations on the spouse of a pastor. The congregation recognizes that in calling a pastor, it is calling only the pastor. The congregation recognizes that the appropriate boundaries between the pastor's married life and the needs of the congregation need to be established and maintained.

October 16, 2020