

Hillcrest Pastoral Search – Job Description

I - Introduction

We believe that in a time of great change, God is offering a hope-filled future for Hillcrest. As a congregation we have been called to adapt to changing demographics and a world-wide pandemic while discerning our leadership priorities and needs.

Hillcrest has worked hard to be intentional about collecting, organizing and interpreting the wisdom present in our congregation. Over the course of eighteen months we worked together as a congregation by asking at the conclusion of every one of our gatherings, “What might we hear God saying to us?” As people responded, these comments were recorded, and then regularly collected and summarized by our Pastor Congregation Relationship Team and given back to the congregation for our mutual discernment and reflection.

These summaries were then given to an ad hoc group to develop a job description and hiring proposal which were then affirmed by our congregation in January of 2022.

It has been truly gratifying to witness the engagement of our members throughout this discernment process. The following represents a summary of our work together.

II - Hillcrest’s Leadership Needs

Leadership Capacities and Priorities

We look to our pastor(s) to work with the congregation to continue to discern God’s call, reorient and develop our vision of how we do church. As we have worked together to determine what our future leadership priorities, we understand this to mean that we are in the business of:

1. Equipping people to pay attention, cultivate resilience, and work in their own neighborhoods and daily lives
2. Coaching/mentoring (e.g. developing people and growing culture). Focusing more on discipleship than increasing our numbers.
3. Encouraging people to discern God’s dream for the world and help make it happen.
4. Focusing on growing connections in our community/communities. Being

intentional about where energy is spent, how people participate and what supports the needs of the community beyond the congregation.

5. Encouraging and supporting a variety of opportunities for connection with the church. Fostering different ways for people to have a sense of belonging
 - a. Exploration of various formats (online/in-person/hybrid)
 - b. Making use of technology to increase accessibility
6. Relating to those no longer participating in regular congregational life.
7. Helping to discern our relationship to/with the building.

These priorities should not be viewed as a checklist of to-do items. They are all interconnected and will take shape through the many tasks completed by our pastoral leadership.

Pastoral Tasks

Hillcrest has identified the following tasks that pastoral staff are expected to perform or participate in:

1. Leadership Discernment and Development
2. Worship and Caregiving
 - a. Preaching
 - b. Public Ministry (Ex. Baptism, Weddings, Funerals, etc.)
 - c. Pastoral Care (Ex. Crisis Care, Senior Visitation, etc.)
3. Participate in Church ministry teams
4. Involvement in other ministry contexts (Ex. MCEC/MC Canada, Wilmot Mennonite Ministerial, Community Involvement, etc.)

Though the pastoral tasks identified here are very similar to what our pastors currently do, it is envisioned that moving forward these tasks will be used as opportunities for the identified priorities to be met.

Qualities of Pastors

Growing from a strong commitment to an Anabaptist understanding of faith and life, the pastor(s) will model the ability to:

- be contemplative and reflective
- care for their own spiritual growth and formation
- nurture formation in others
- be flexible
- work and divide tasks as part of a team
- help understand the Bible's relevance in our lives

Shared work

Many of the Hillcrest family donate countless hours of time, energy, and skills to helping our faith community function. Our pastoral priorities focus on leadership development, worship and caregiving, and participation in ministry contexts. This does not necessarily involve organizing programs and services.

We recognize that there are limits on how much capacity and energy people have to volunteer and this may impact service delivery. The pastor(s) will be involved in committee work, but they will focus more on coaching and connecting the congregation rather than leading committee meetings and work. For sustainability and capacity building, new Hillcrest programs/initiatives should include a process for creating the leaders needed to run the programs that the congregation values.