

Job Description for Congregational Pastor
The First Mennonite Church
Vineland, Ontario

The following document clarifies the terms of work for which The First Mennonite Church would like the Pastor to take responsibility. While the preference is for a full-time pastor, the FTE and the amount of onsite presence will be determined mutually.

These terms of work include the following priorities:

1. **Engaging the congregation in worship and spiritual growth:**
 - a. Preaching, planning services, and serving communion, as planned in collaboration with the Worship Committee
 - b. Developing, supporting, and encouraging lay leadership
 - c. Modeling and teaching spiritual practices and encouraging personal and congregational spiritual growth and discipleship
 - d. Applying the Christian gospel to peace and justice issues and helping the congregation act as witnesses of God's love in the world
 - e. Supporting education and Biblical literacy through the Sunday School program and/or Bible study

2. **Supportive pastoral care for the community:**
 - a. Providing pastoral care and attending monthly meetings with deacons to confer on specific needs within the congregation
 - b. Developing pastor–congregant relationships that nurture spirituality and help individuals process their life journeys
 - c. Conducting hospital visitations and crisis care as needs arise
 - d. Officiate and prepare participants for important services such as child dedications, baptisms, weddings, and funerals

3. **Administrative support as needed for the community:**
 - a. Collaborating with the administrative assistant, including maintaining internal and external communications
 - b. Participating in Church Council and Worship Committee meetings
 - c. Representing The First Mennonite Church at Niagara cluster, Lincoln Ministerial and other community meetings as time allows

We require the candidate to be flexible about work expectations. The congregation and Pastor will review the terms of this position periodically to prioritize tasks in order for the congregation to function optimally.