



*This job description will be of interest to those who are feeling God's call to serve.*

# Congregational Pastor

**May 2024**

Leamington United Mennonite Church  
78 Oak Street E, Leamington ON N8H 2C6  
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## About LUMC

- Leamington United Mennonite Church is located in the heart of Leamington near schools and residential neighbourhoods, and our facilities are utilized by a variety of local organizations, ranging from a snack program for a local school to after school programs hosted by community organizations.
- Current weekly attendance averages around 150 people, not including 175 who worship with us through our online broadcast from the Leamington Mennonite Home, a nearby seniors residence.
- Our services are broadcast on YouTube and are viewed on average 250 times/week.
- We have an active and growing Sunday School program. We also have weekly Jr & Senior youth programming.
- LUMC is closely connected to both a Christian High School (UMEI), as well as a senior's home (Leamington Mennonite Home), in addition to local charitable organizations, including MCC's Thrift on Mill, Gleaners, and the Bridge, a resource centre and home for at-risk youth.
- Leamington is a small city located within a rural agricultural community on Lake Erie. We are located in the south-western corner of Ontario, just a 45-minute drive to Windsor and the Detroit border. Detroit has a major airport and is one of the fastest growing tech sectors in the US
- Leamington enjoys close proximity to national and provincial parks, as well as educational and health facilities, including a local hospital in Leamington. We are located in an economically vibrant and expanding region with many opportunities for spousal employment.

## Position Description

The Congregational Pastor is a preacher, teacher, and shepherd, role model, mentor, and co-ordinator for the pastoral ministry team, as well as staff and various committee leads.

Time Commitment:  
1.0 FTE

## **Duties**

The pastor shall lead and nurture the congregation in its spiritual life through the following:

### **Worship**

- Provide leadership for all aspects of meaningful worship practices for our congregation
- Preach on Sunday mornings 1-2 times/month
- Organize the preaching ministry at LUMC around themes reflecting the witness of the Old and New Testaments
- Develop and support leadership skills in church community

### **Pastoral Care**

- Walk with and support individuals through crises and challenges of life through all key points of transition, with referral to outside agencies available
- Church visitation, in homes and hospital
- Lead/Co-lead services, including weddings, funerals, baptisms, etc.
- Lead/Co-lead catechism and membership classes and the baptismal process
- Support the Caring Hub and its activities as sponsored by the church

### **Spiritual Leadership**

- Assist in the development of pathways of church renewal that address present challenges and offer a compelling vision for the future. The pastoral ministry team will seek out individuals with gifts and abilities to strengthen the leadership of the church.
- Provide leadership to Spiritual Council in fulfilling their tasks as spiritual leaders in the church
- Support and empower the lay leadership ministry at LUMC
- Support Adult Education opportunities that will inform and shape faith within the congregation (ie Adult Sunday School, small groups, prayer groups, and/or Bible studies)

### **Leadership & Administration**

- Work with coordinator and office administrator to nurture a caring and an effective team environment, and oversee and coordinate daily and weekly tasks, as well as special celebrations and events
- Work with pastoral ministry team, Church Council and Spiritual Council in the development of ongoing church ministry with a vision for the future
- Support the church's needs for leadership in worship, vision, and spiritual life
- Share in the responsibility of providing resources to the church community
- Connect the congregation to, and participate with Mennonite Church Canada, MCEC, and other national, provincial, and local cluster Anabaptist organizations and institutions

The specific job description may be open to some adjustments based on the gifts, skills and experience of the interested candidate.

## **Personal Beliefs & Convictions**

- A dynamic and well-rooted faith in the Biblical story and the life, death and resurrection of Jesus Christ
- Live a life of active obedience to Jesus; practicing prayer, meditation, the study of Scripture, integrity in relationships, evangelism, service, stewardship of finances, active peacemaking in relationships, etc.
- Demonstrate a capacity for servant leadership that embraces working collaboratively, empathetically, and respectfully within a diverse congregation

## Core Competencies

- Preaching
- Written & verbal communication
- Active listening & diplomacy
- Delegation
- Conflict resolution
- Organization
- An understanding of team dynamics and the ability to lead meetings as needed

## Qualifications

- Experience: Demonstrated experience in formal church leadership of at least 5 years with a theologically compatible church or Christian charity
  - Spiritual care, leading worship, preaching, working with volunteers
- Education: a Masters Degree in theology, religious studies, or divinity, preferably from an Anabaptist perspective as an asset
- Learning: Willingness and desire for ongoing education and spiritual formation
- Legal Standing or Clearances: a clear criminal record check and vulnerable sector check
- Memberships in Associations: credentialed in Mennonite Church Eastern Canada, or willing to obtain such credential

## Professional Development

- The Church supports the concept of life-long learning for its pastoral team.
- Financial support is available to candidates interested in pursuing an MTS or MDiv at an educational institution from the Anabaptist perspective.
- Continuing education is also supported and may be financially assisted.

## Salary

- Salary, pension, and benefits in accordance with MCEC/Mennonite Church Canada guidelines
- Salary adjustments for geographic factors, years of experience, and education

## Supports

- Supports could include:
- Assistance with housing
  - Recreational Memberships
  - Education incentives for family
  - Transportation allowance

## Additional Supports

- Office Administrator & Coordinator support the work of the Pastoral Team
- Provision can be made for occasional remote work and flex hours from home in Leamington.

## Accountability

The Congregational Pastor is accountable to Church Council. The pastor will attend monthly Council meetings, providing a written report with opportunity to expand verbally. Staff and Pastoral Ministry Team (PMT) meetings occur weekly.

A support circle will listen to the pastor's needs and concerns and provide the pastor with feedback and encouragement.

Pastors who sense a calling to explore serving with LUMC are encouraged to apply. The position is presently open, so a start date is not set. In dialogue, we would work at a mutually agreed upon date.

We invite inquiring pastors to process their exploration through Mennonite Church Eastern Canada (MCEC). The Regional Minister is Al Rempel, and contact can be made via email: [pastoraltransitions@mcec.ca](mailto:pastoraltransitions@mcec.ca). A Congregational Information Form for LUMC (May 2024) is also available from MCEC.