

NLUMC Lead Pastor Position Description Goals and Objectives – 2022

Name:	
Position Title	Lead Pastor (1 FTE)
Manager's Position Title	Church Council Chair Personnel Team

NLUMC Vision

Growing relationships, in Christ

Purpose:

The Lead Pastor will engage in building trusting relationships with all members of the congregation, provide pastoral care to members of the congregation, prepare and deliver meaningful worship messages, provide leadership and theological knowledge in their roles as ex officio members of Church Council and Teams as defined in the NLUMC organizational by-laws.

The Lead Pastor will collaborate within the pastoral team, with NLUMC leadership and with the Church Secretary towards achieving the vision of NLUMC.

Responsibilities (taken from NLUMC Bylaw 18)

- Give spiritual leadership and direction to the Church;
- Nurture the faith of the Church through preaching and teaching;
- Provide a ministry of shepherding, direction and caring to Church participants, including counseling, pastoral visits, crisis ministry and life-cycle ministries such as weddings, funerals, making referrals to professional counsellors as necessary;
- Oversee ceremonies and ordinances according to the needs of the Church, the provisions of the By-laws and procedures and rights of office;
- Facilitate participants of the Church to discover, develop and use their God-given gifts in the life and work of the Church;
- Participate as ex-officio member of Church Council as well as any other Teams, as appropriate;
- Submit a written report to the Annual Meeting of the Church;
- Issue documents under the Church seal as are appropriate;
- Work co-operatively with related Mennonite organizations and local area Churches;
- Encourage faith development within the Church and community;
- Provide leadership in the worship life of the congregation;

- Participate in the administrative tasks of the pastoral staff.

Qualifications, Credentials and Education:

The NLUMC Lead Pastor will be:

- Passionate about being a disciple of Jesus Christ and passionate about building disciples.
- Credentialed by the Mennonite Conference of Eastern Canada.
- committed to Anabaptist theology and practises and have received post graduate studies from an Anabaptist seminary or university (M.Div or M.Theological Studies (preferred))
- experienced in an Anabaptist congregation (preferred).

Training and/or pastoral experience from other theology/practices will also be considered.

Theoretical and practical knowledge of Ministry and faith development and a well-integrated Mennonite/Anabaptist theological orientation is required.

Faith and Spiritual Nurture

Character traits for the position in this area are:

- Caring and compassionate nature
- outgoing and approachable with excellent people skills
- ability to respect theological diversity within the congregation
- self-awareness and a demonstrated ability to empathize with others

The church is the body of Christ, and building community is an essential part of being church.

- The Pastor is to encourage the fostering of community within the congregation, addressing issues of loneliness, isolation and disconnect. This includes
 - integrating new members
 - fostering intergenerational connections, and
 - finding creative ways to encourage a sense of connection and belonging among our membership.

Goals for this position in this area are:

- Create opportunities for NLUMC participants to form and seek understanding of their faith and integrate it with their life
- Be a theological resource to NLUMC participants
- Lead and participate in formal and Informal groups for specific topics, ideally gleaned from the listening and learning from interactions with NLUMC

participants. These small groups are where relationships can further develop through prayer, sharing and study and will fulfill our vision.

Objectives:

Develop and deliver adult education series (two sessions per year).

Lead and/or provide support to small groups, ie bible study, Relearning Community.

Worship Planning and Preaching

Goals:

- The Lead Pastor will
 - be fully engaged in worship planning as a member of the Worship Team
 - be responsible for up to 80% of preaching, and will deliver challenging and relevant messages
 - participate in the worship service in others ways, including NLUMC participant joys and concerns prayer, music leadership and/or worship leading, when not preaching and not on vacation or quarterly weekends off
 - mentor lay people to preach 20% of Sunday morning services
 - mentor and support worship leaders
 - work with technical volunteers to deliver recorded messages, services and music
 - Advocate for the felt needs of NLUMC church participants in the worship experience.

Objectives:

Connect with NLUMC participants 1 on 1, as families and as small groups, listening and learning about their interests and needs

Document what is learned through these interactions and meetings in a resource that can be shared with other members of the pastoral team and Church leadership as required

Confidentiality will be maintained and individuals not identified unless permission to do so is granted.

Pastoral Care

Goals:

- Providing Pastoral Care to NLUMC participants during crises, sickness, and life transitions

- Walk alongside NLUMC participants in their lives assuring them of God's love for them and witnessing to the hope, promises, and presence of God, supporting their faith, encouraging their discipleship and advocating for their needs
- The Pastor will support all age groups, including youth and young adults
- Pastoral visits shall cross all age groups
- The Pastor will provide leadership and support to the Care Giving Team.

Objectives:

Create a check-in list of NLUMC participants to track pastoral care for all NLUMC participants across all groups: seniors, the middle aged, youth, young adults, young families and retain a log of pastoral care contacts.

Rituals of the Church

The Lead Pastor will officiate at the following rites of the church:

- Communion
- Baptism
- Child Dedication, and
- Weddings and Funerals, as requested.

Accountability and Supervision

The Lead Pastor is accountable to the Church Council through the Personnel Team and the Church Council Executive (Chair, Vice Chair, Secretary and Treasurer). The Pastor will participate in Church Council and the following teams in an ex officio capacity:

- Care-Giving Team
- Education Team
- Missions and Service Team
- Worship Team
- Youth Ministry Team

and will provide leadership to the Pastoral Team within an environment of collaboration and support.

Administration

- Strong organization skills are required
- Receiving and responding to messages, e-mails and correspondence in a timely fashion
- Shares material received from external resources with the appropriate team

- Contact for Church Council
- Awareness of NLUMC policies and their application
- Lead for Pastoral Team meetings, agenda setting.

External Relationships

- Mennonite Church of Eastern Canada (MCEC conference)
- Leamington Ministerial
- Essex Cluster of MCEC
- Mennonite Church Canada
- UMEI Christian High School
- Leamington Mennonite Home
- MCC/Thrift on Mill

Community Building

We encourage our Pastor to engage in building relationships with people outside of NLUMC. We recognize that conversations about God, about faith, and about Anabaptism are important to developing disciples of Christ. Many of those conversations will happen outside the bounds of the church, and we invite our Pastor to model this aspect of faith.

Self-care, Spiritual Care and Continuing Education

Spiritual, mental and physical wellness are important in the life of our Pastor.

Signed	Date
Pastor	
NLUMC Council Chair	