

Steinmann Mennonite Church  
Job Description  
**PASTOR OF WITNESS & RESOURCING**

---

**Our Vision: *Love God, Live Differently***

**Our Shared Commitments:** *In response to God's gracious love, we love God and choose to live differently as active participants in God's work. We love and live with Christ at the centre; we cultivate faith in each person; we worship together; we build healthy intergenerational relationships as we care for each other; we promote peace in our lives, in our relationships, in our neighbourhoods, and in our world.*

**Our Core Ministries**

To support our Vision, we have several Core Ministries - loving God and one another through **Worship and Care**, growing as Disciples of Christ through **Faith Formation**, participating in God's mission through **Witness**, all of which is supported through the **Resourcing Services**.

Witness Ministry

- Helps us to engage with God's mission in the world - locally and globally
- Includes outreach (evangelism) and service ministries as well as peace and justice initiatives
- Has a dual focus of action and education: the "how" and the "why" of involvement in witness ministries

Resourcing Services

- Supporting the congregation to live out the ministry of the church through providing background foundations such as: care of building, stewardship of finances etc.
- Encourages the congregation to consider the resources available and how we can use them to serve our congregation, community and wider world

**Our Pastors**

Pastors provide leadership and coordination in programs and activities under a shared team approach. Each Pastor has a primary role and responsibility with a Core Team(s), with an understanding that each Pastor is an active participant and supporter within all three Core Ministries.

Each Pastor has accepted God's call to be a shepherd and a servant of God in the context of our Anabaptist theology and is:

- Engaged with the Anabaptist understandings of faith as outlined in *Confession of Faith in a Mennonite Perspective, 1995*
- Conducting themselves ethically as outlined in *A Shared Understanding of Church Leadership, 2014*
- Ordained, or is eligible for Ordination, in the Mennonite Church
- Adhering to the Mennonite Conference of Eastern Canada (MCEC) Covenant Regarding Ethics in Ministry

# Steinmann Mennonite Church

## Job Description

### **PASTOR OF WITNESS & RESOURCING**

---

#### **Attributes/Competencies**

##### Each Pastor

- Passion for providing pastoral care
- Gifts in preaching
- Embodies spiritual practices including self-care and personal prayer life
- Strong communication skills
- Team player
- Proficiency in technology is an asset

##### Pastor of Witness & Resourcing

- Understands that Christ sends followers to continue his ministry locally and globally
- Passion in promoting engagement in the mission of the church through partner organizations
- Ability to identify and foster the connections between our resources and our core ministries.

#### **RESPONSIBILITIES**

The Pastor of Witness & Resourcing areas of responsibility include (**bolded** are key focus areas):

##### **1. Worship and Preaching**

###### Each Pastor

- Each Pastor preaches regularly, coordinating the work load within the Pastoral Team
- Supports and participates with the Pastoral Team in administering church rituals (e.g. baptisms, communion, anointing, etc.)
- Helps to coordinate worship services, including order of worship and music  
Assists with preparing recordings for worship and coordinating with IT team
- Leads worship on occasion
- Is among those who lead congregational prayer
- Participates in seasonal worship planning (e.g. Easter, Advent, etc.)
- Fosters congregational gifts to contribute to worship and preaching

###### Pastor of Witness & Resourcing

- Helps connect worship with God's mission locally and globally
- Helps the congregation understand and connect with the idea of sharing of our resources as an act of worship

##### **2. Pastoral Care**

###### Each Pastor

- Works with Congregational Care Team and Pastoral Team to provide pastoral care (e.g. home visits, personal contact, hospital, milestone recognition such as child dedications, etc.)
- Funerals

# Steinmann Mennonite Church

## Job Description

### **PASTOR OF WITNESS & RESOURCING**

---

- Weddings
- Counselling and crisis care
- Mentors congregational gifts and relationships in care for each other

#### Pastor of Witness & Resourcing

- Identifies pastoral care needs within the larger community beyond our congregation.
- Helps the congregation connect with how our resources can benefit pastoral care in the congregation and what God is doing in our community.
  - E.g. Benevolence fund, cemetery committee, rental of facilities– facilities that provide space for rituals, milestones and many forms of gathering

### **3. Faith Formation and Teaching**

#### Each Pastor

- Teaches Sunday School upon request (e.g. electives)
- Leads Faith Exploration classes
- Mentors congregational gifts to lead faith formation and teaching

#### Pastor of Witness & Resourcing

- Assists in planning opportunities that explore service, giving, and education regarding mission locally and globally
- Resources the Baden summer Bible camp

### **4. Witness and Outreach**

#### Each Pastor

- Fosters congregational gifts and awareness in sending and discipleship beyond our congregation

#### Pastor of Witness & Resourcing

- **Serves as coordinating pastor for witness**
- Promotes and helps coordinate outreach, service, justice and peacemaking opportunities
- Helps us tell God's story with our story among each other and our neighbours
- Inspires the congregation in building caring relationships with neighbours in our community and beyond
- Provides leadership by encouraging the congregation to extend the peace of Christ to the broader community
- Part of Peace & Justice Committee, Community Engagement Support Team and Baden Summer Bible Camp planning, works with Community Ministries rep. and Partners in Mennonite Ministries rep., leads service trips (e.g. MDS), helps to host occasional mission events and fundraisers
- Liaison for/between Resourcing Services and other committees within the church.

# Steinmann Mennonite Church

## Job Description

### **PASTOR OF WITNESS & RESOURCING**

---

#### **5. Resourcing Services**

##### Each Pastor

- Available to support/equip various committees of their Core Team
- Act as liaison between committees and Resourcing Services as it pertains to specific Core Teams

##### Pastor of Witness & Resourcing

- Provides guidance and understanding to various Resourcing Services, while not necessarily an active member on all committees (as needed basis)

#### **6. Other Committees and Meetings**

##### Each Pastor

- Serves as a member of the Pastoral Team and participates in weekly meetings
- Participates in Vision Focus Team meetings as an ex officio member
- On a rotating basis each pastor serves as a representative to the Gift Discernment committee
- Serves the larger Church and Conference in consultation with Pastor Congregation Relations Committee (PCRC)
- Ensures that at least one pastor from Steinmann Mennonite Church:
  - Acts as delegate to MCEC sessions
  - Attends Wilmot Mennonite Cluster
  - Attends Wilmot Ecumenical Ministerial
- Working with their respective core team chair, each pastor, provides leadership and direction to their core team ministry

##### Pastor of Witness & Resourcing

- Supports the Witness and Resourcing Services core team committees\*  
*[Baden Summer Bible Camp, Community Ministries, Mennonite Women, Partners in Mennonite Ministries, Peace and Justice Ministries, Community Engagement Support Team, Facilities, Finance, Human Resources and Media Resources]*

*\*committees subject to change as per the current Slate of Volunteers*

#### **7. Personal Growth/Professional Enrichment**

##### Each Pastor

- **Practices self-care, nurtures personal prayer life, and takes time for personal retreats**
- Ensures one weekend off per quarter as a Sabbath practice

# Steinmann Mennonite Church

## Job Description

### **PASTOR OF WITNESS & RESOURCING**

---

- Attends a pastor enrichment conference such as MCEC School for Ministers or Anabaptist Mennonite Biblical Seminary (AMBS) Pastors and Leaders Week
- Participates in courses/workshops that relate to pastoral and/or congregational growth
- Is encouraged to participate in a pastoral peer group

#### **Accountability**

- The Pastoral Team is accountable to the Pastor Congregation Relations Committee (PCRC) who works as a liaison to Vision Focus Team and the rest of the congregation re: healthy pastor team and pastor - congregation relationships, performance appraisals, etc.
- The Staff Support Committee looks after the details related to salaries, legal issues, etc.
- The Pastoral Team provides support and mentorship to each other.

This Job Description is subject to change, with notification.

#### **Document Version History**

- 7.1 Pastor of Witness April 2018
- Revised July 2021
- Revised September 2022