

**MINISTRY OPPORTUNITY**  
**Half-Time Pastor on Ministry Leadership Team**  
**Stirling Avenue Mennonite Church, Kitchener, Ontario**  
Preferred start date: Summer 2021

**POSITION**

The half-time Pastor will serve as part of a Ministry Leadership Team (MLT) which includes a full-time Pastor as team leader, a half-time Missions, Peace and Justice Worker and a half-time Music Director. Each member of the team has areas of primary responsibility and they share collective responsibility in providing ministerial leadership for the life and mission of the congregation. The team is accountable to the congregation as represented by Church Council, which delegates this responsibility to the Pastor/Staff and Congregational Relations Ministry (PSCRM).

**RESPONSIBILITIES**

Primary responsibilities for the half-time Pastor include: pastoral care with particular attention to seniors; shared responsibility with the full-time Pastor in worship and preaching and officiating rites of the church such as communion, baptism, child dedication, weddings and funerals.

Primary responsibilities for the full-time Pastor include: team leadership; worship and preaching; faith formation; pastoral care with particular attention to children, youth, young adults and young families; officiating rites of the church as noted above.

The MLT members meet regularly to coordinate their work in a spirit of mutual accountability. They assign leadership to special projects to ensure the efficient allocation of staff resources and avoid redundancy. They support various committees and ministries as needed. They draw congregants into active involvement and foster a culture of call and engagement in the church community and beyond.

**CREDENTIALS**

Academic and professional requirements include:

- Ministry credentials recognized by Mennonite Church Eastern Canada (MCEC)
- Pastoral care and broader ministry experience in a congregational setting
- A well-integrated Anabaptist-Mennonite theological orientation, informed by studies in an Anabaptist-related seminary or university
- Additional training in areas relevant to pastoral ministry (e.g. pastoral care and counselling, spiritual direction) would be an asset

**QUALITIES/ATTRIBUTES**

- A clear sense of calling by God and confirmed by the church for pastoral ministry
- A dynamic and growing faith, grounded in the Biblical story, that finds expression in daily life and in relationship with others
- Understanding of the Anabaptist/Mennonite faith heritage and embodiment of core Anabaptist values
- Demonstrated ability to work effectively as a ministry team with clarity of roles and flexibility to address changing needs and challenges
- Committed to a team approach that includes lay leaders and draws congregants into active involvement in all aspects of ministry and congregational life
- Readiness to help lead and engage in ongoing discernment as the congregation reviews its mission statement and emerges from a lengthy period of pandemic gathering restrictions
- Ability to hold and respect the theological diversity (beliefs and language) within the congregation
- Ability to embrace Stirling's Affirming statement, adopted by the congregation in 2015
- Self-awareness, healthy sense of self, emotional intelligence and maturity
- Committed to respect the principles and policies of MC Canada and MCEC as represented in the *Confession of Faith in a Mennonite Perspective* and in *A Shared Understanding of Ministerial Leadership*