

Associate Pastor Position Description

This position is one (1.0) Full Time Equivalency

Function

Provide a balanced ministry of preaching, teaching, pastoral care, and pastoral leadership for Outreach, Community Life, and Spiritual Gift Discernment ministries as a member of the Pastoral Team.

Position Priorities

1. **Build and nurture the church**
 - a. Work with the Board to discern and communicate God's vision for Central Mennonite
 - b. Represent Central Mennonite in the local community and among other churches in the area
 - c. Represent Central Mennonite in Ohio Conference and Mennonite Church USA
 - d. Attend pastoral/office staff meetings and board meetings as planned
2. **Teaching ministry of the church**
 - a. Teach 1-2 electives (quarterly classes) during second hour or Wednesday evenings each year
3. **Preaching schedule as determined by Church Board**
 - a. Preach Christ-centered, biblical messages of God's saving work in the world
 - b. Promote Anabaptist theology
 - c. Preach 10-15 times per year or approximately once per month
4. **Pastoral care to congregation in cooperation with the pastoral care team**
 - a. Be available to attend to visitation needs and crisis situations within the congregation in partnership with lead pastor and lay leadership
 - b. Plan observances of weddings, funerals, baptisms, and other services with other members of the Pastoral Team
5. **Outreach Ministry Team and committees**
 - a. Resource Outreach Ministry Team and committees and equip members for ministry
 - b. Research and suggest opportunities for the congregation to be active in outreach and service ministries, both locally and in the broader world
 - c. Promote and encourage the participation of all ages in areas of outreach and service
6. **Community Life Ministry Team and committees**
 - a. Resource Community Life Ministry Team and committees and equip members for ministry
 - b. Research and suggest opportunities for the congregation to be active in community life
 - c. Promote and encourage the participation of all ages in areas of community life
7. **Spiritual Gifts Discernment Committee (SGDC)**
 - a. Resource SGDC and equip members for ministry
 - b. Research and suggest opportunities for the congregation to be active in the use of their spiritual gifts
 - c. Promote and encourage the participation of all ages in using their spiritual gifts
 - d. Teach, encourage and be an example of using spiritual gifts

Core Competencies

1. Faithful devotion to Christ Jesus, our Lord and Savior. A demonstration of Christ's love in the church and community.
2. Positive approach to congregational interactions, communications, and decision-making
3. Meaningful and healthy interpersonal relationships, boundaries, and self-care
4. Ability to remain focused on the church's vision and encouraging the congregation to do the same

Required Experience

The preferred candidate will have a minimum of a 2-year degree in Pastoral Ministries or related area of study from an accredited institution or be willing to complete a similar degree or program.

Accountability

The associate pastor is accountable to the congregation through the Lead Pastor and Board.

Review

1. The Board and pastor are all responsible for initiating conversation and resolving issues needing attention.
2. The Board will conduct an annual conversation of reflection of progress and job description fulfillment with the pastor.
3. Every three years the work of the pastor will be evaluated as part of a congregational review of its life and mission as led by the Board.