

Tentative Job Description  
Associate Pastor (Half-Time)

**Function:** To work in partnership as the Leadership Team (Elders and pastors) so that all ministry efforts complement each other. The pastors will be accountable to the Elders in initializing vision and facilitating the ministries of the church from an Anabaptist theological perspective. The following tasks are in priority order according to focus and pastoral strengths.

\*For this half-time associate position roles and responsibilities will be established in relationship with the Lead Pastor to complement the pastoral team from these areas based on giftedness, skills, and calling.

**Personal Spirituality**

- Maintain a healthy devotional and prayer life from which to minister
- Take a quarterly retreat day for enrichment and growth

**Pastoral Care and Visitation**

- *Lead and coordinate* a congregational visitation program
- Be primarily responsible for the crisis and pastoral care and counseling ministry among *older adults*
- Be in dialogue with the other pastor, and be available to provide additional pastoral care when needed among *the young adults and young families*
- Be available for pastoral counseling as requested

**Evangelism and Church Growth in the Community**

- Encourage and model congregational involvement in neighborhood mission and outreach to those around us
- Participate in local area ministerial associations
- Offer creative and imaginative ideas on Leadership Team to work toward our vision of becoming a more inviting congregation
- Be a part of the mission committee helping raise awareness of mission opportunities and ways we can participate and support mission agencies and mission workers.

**Preaching and Teaching**

- Preach approximately one Sunday a month
- Be available as a teaching resource to the congregation

**Leadership and Administration**

- Give direction to the overall functioning of the church as it seeks to fulfill its mission
- Meet regularly with Leadership Team
- Be available to resource committee work, especially in areas of visitation and mission.
- Receive minutes from all commissions
- Create healthy communication lines across different ministries as needed

**Peace and Justice**

- *Raise the awareness of ongoing* peace and justice issues in our community and world
- *Offer ways* for the congregation to increase their knowledge of, and partnership with ministries working at bringing God's peace and justice in our community and world

**Special Events**

- *Be available* for baptisms, baby dedications, and commissioning services as needed

- Be available for weddings, funerals, celebration, and specific observances as requested by members of the congregation

### **Congregational Spirituality**

- *Support* the programs and ministries developing the congregation's sense of call and giftedness
- *Encourage* Bible reading programs, and other personal spiritual discipline practices in the congregation
- *Promote discipleship and formation* both inside the church and as an outreach to the community

### **Conference and Denomination Involvement**

- Serve as a delegate to the Ohio Conference of the Mennonite Church
- Be available for Conference or Program Board appointments as approved by Leadership Team