

**Collaborative Ministry Team
Pastor Ministry Description (1.0 FTE)
January 2023**

By God's grace, Zion Mennonite Church will be a House of Peace where all people are invited to share Christ's love with each other and the world.

Essential Functions

Pastors together are responsible for **preaching, teaching, pastoral care, leadership, and administration**. Church leaders are called to work under a common church vision and with clear shared understandings of how ministry is being carried out.

In addition to the responsibilities common to all Collaborative Ministry Team (CMT) members, this person will work in areas of **articulating vision, strategic leadership, and encouraging discipleship in the congregation**.

- 1) Participating in the CMT's vision and direction meeting (weekly or more)
Pastors model the ability to honestly work at ongoing self-evaluation concerning gifts and roles as well as joint team evaluation, with the expectation of careful, regular, open and honest communication.
Pastors hold assigned roles and tasks humbly, recognizing the needs of the team and congregation may shift over time.
- 2) Meeting with the **Spiritual Leadership Team (SLT)** monthly (or as needed)
 - a) Take initiative for the **vision** of the CMT as it relates to the SLT, including gathering agenda items on behalf of the CMT.
 - b) Encourage new initiatives in accordance with Zion's vision.
 - c) Develop discipleship for pastoral care ministry within the congregation.
- 3) Collaborating regularly with the **Worship Ministry Team*** to:
 - a) Cast thematic vision, in collaboration with the CMT, for the worship year
 - b) Plan the worship and preaching schedule
 - c) Preach and participate in other ways in the worship services
 - d) Advocate for multi-generational formation opportunities in worship
- 4) Meeting regularly with congregational caregivers.
- 5) Collaborating with the **Formation Ministry Team*** as needed to help form "Christ-centered" disciples grounded in scripture, engaged in the community and responsive to the Spirit.
- 6) Collaborating with the **Church Council*** to integrate vision with its administrative functions.
- 7) Meeting as an ex-officio member with the **Gifts Discernment Ministry Team.***
- 8) Other functions related to the congregation's involvement beyond itself:
 - a) Services at Fairlawn
 - b) Teaching classes, leading Bible studies, providing devotions, speaking at events
 - c) Participating in activities of Ohio Conference of Mennonite Church USA
 - d) Participating in Mennonite Church USA at MennoCon and additionally as the Spiritual Leadership Team (SLT) sees fit.

Accountability is to the Spiritual Leadership Team (SLT).

1. Team members may be called upon to write brief summaries of activities.
2. Meet quarterly with PCRC rep to reflect on ministry.

* once this person is on board, further discernment will determine which team member becomes the primary CMT connection to each leadership team.

Core Competencies

Approachable/Relates Well: Generates a sense of hospitality and or accessibility by his or her very presence; communicates to all generations a sense of availability, warmth, openness and approachability; fosters natural connections between members of the congregation and with visitors; supports a culture of hospitality and connection in the life of the congregation.

Biblical Story: demonstrates a passion for scripture: articulates the biblical story through an Anabaptist lens in ways that are consistent, honest, and invitational. Connects the biblical story with current reality.

Team Orientation: demonstrates interest in working on a team, plus skill and success in team environments; promotes team goals as context for individual responsibilities; steps up to offer self as a resource to other members of the Collaborative Ministry Team; understands and supports the importance of teamwork.

Discipleship/Spiritual Formation: Demonstrates an understanding of discipleship/spiritual formation as a journey; invites others into reflection about their personal spiritual journey; teaches a variety of spiritual practices to lead others in deepening and developing spirituality; creates teaching and small group environments that promote discipleship.

Leadership: Visualizes the larger picture of where God's church is heading; identifies and prioritizes strategic objectives that are consistent with the vision of the organization. Encourages others to discover, engage and develop their giftedness and skills in service to the larger community. actively seeks to engage others more directly in the leadership life of the congregation; thinks strategically about the continual need for a next generation of leaders and works to build the leadership base.

Pastoral Care: Exudes a natural sense of care for the well-being of others; listens well; laughs with those who laugh and weeps with those who weep; generates a calm, hopeful presence; offers appropriate prayers and facilitates rituals that invite healing; demonstrates appropriate personal boundaries when caring for congregants in vulnerable situations; able to engage with people about sensitive topics.

Preaching: Is a consistently effective preacher; communicates a clear, consistent and relevant message, in a spirit of humility, through sermons that are thoughtfully and creatively prepared and delivered; able to connect from the pulpit; projects the identity and character of the congregation through a pulpit presence.

Spiritual maturity: exhibits being a God-centered individual; formed by God's love and purposes, a capacity to receive and offer forgiveness. Appreciates a variety of streams of Christian spirituality and worship; Consistently brings own transforming self, inspiring a deep spiritual desire throughout the congregation. Copes effectively with change and uncertainty; shifts gears comfortably; Regularly practices spiritual disciplines, and is attentive to the need to schedule time for spiritual renewal and observing Sabbath rest.