Lindale Mennonite Church
Ministry Description

Title: Lead Pastor

Time Commitment: Full-time (45 hours a week)

Accountability
The Lead Pastor is accountable to the Board of Elders. All Lindale pastors are additionally accountable to the congregation through bi-annual congregational meetings, the Virginia Mennonite Conference, and the District Minister of the Northern District.

General Description of Purpose
The Lead Pastor will give spiritual leadership and general oversight to the congregation. This person is responsible to work with integrity to steward the vision of the congregation, handle the majority of the preaching and teaching duties and to work in such a way that empowers the congregation to implement the congregational vision.

Qualifications
1. Has experienced a personal call to serve God through pastoral leadership.
2. Nurtures self through the use of spiritual disciplines for personal faith development and growth. Has the ability and spiritual gifts to nurture and cultivate spiritual development in others.
3. Has experience and training in being a lead pastor.
4. Has a seminary degree.
5. Possesses administrative abilities to effectively lead a pastoral team and to efficiently plan, execute and evaluate various ministries under their direction.
6. Possesses the capacity to view the overall functioning of the church system.
7. Committed to the congregational mission, vision and policies, as well as the Anabaptist teaching, values, and ethical standards for credentialed leaders as set forth by the Virginia Mennonite Conference and Mennonite Church USA (see page 3 for documents with which to be familiar, and the seven Core Competencies for lifelong learning as a minister in Mennonite Church USA).
8. Adheres to the ethical standard for credentialed leaders as set forth by Mennonite Church USA and the Virginia Mennonite Conference.

Description of Responsibilities
The Lead Pastor is the spiritual leader called by the congregation to articulate the vision and mission of the church that has grown out of the life of the congregation. The mission and vision is given clarity and direction by the Board of Elders and is implemented by the committees of the congregation.
These responsibilities are accomplished by focusing on the following three areas:

**Vision:** The Lead Pastor will steward the vision of the congregation and work with the pastoral team and staff to ensure that all ministries are connected and contributing to the accomplishment of the church vision. The Lead Pastor will model living out authentic faith where self-awareness, ongoing learning, and personal growth ensure a healthy pastor and a healthy church.

**Preaching:** The Lead Pastor will work with the Worship Committee to provide a varied and biblically based preaching schedule. The Lead Pastor will preach approximately 36 times a year and devote appropriate and adequate time to sermon preparation. The preaching will be based on Anabaptist understandings of scripture consistent with the 1995 *Confession of Faith in a Mennonite Perspective.*

**Empowerment:** The Lead Pastor will give primary oversight to the pastoral team and staff. This will include weekly team meetings and annual meetings with each staff member for review, self-evaluation, and goal setting. The Lead Pastor will make sure that all areas of pastoral ministry are being served by the pastoral staff. This will necessitate the team working together and will mean that the Lead Pastor participates in the public ministries of the church (weddings, funerals, etc.) and in the pastoral care and relationship building that contributes to the healthy functioning of the church. The Lead Pastor will give primary oversight to the pastoral counseling needs within the congregation. The Lead Pastor will serve in a way that encourages a culture of accountability and grace in the congregation.

**Administrative Connections** The Lead Pastor will be an ex-officio member of the Board of Elders and Council of Ministries. The Lead Pastor will serve on committees as determined by the pastoral team.

**Self-Care**
1. Maintain a support system that encourages a balanced and healthy pastoral ministry. This may include spiritual direction, a clergy care group, and personal counseling.
2. Maintain a schedule that ensures the practice of spiritual disciplines in order to deepen a vital relationship with God through a spiritual ‘rhythm and rule‘ that nurtures personal development.
3. Maintain personal Sabbath by setting apart time each week for restoration of spiritual health.

**Ministry Description Review** This Ministry Description will be reviewed on an annual basis for the purpose of additions, deletions, and clarification with the Chair of Elders as part of an annual feedback process.

*Affirmed by Board of Elders, November 13, 2019*
Each pastor at Lindale Mennonite Church is expected to be familiar with the following documents:

1. **1995 Confession of Faith in a Mennonite Perspective.**
2. **A Shared Understanding of Ministerial Leadership: polity manual for Mennonite Church Canada and Mennonite Church USA.**
3. **Virginia Mennonite Conference Leadership Handbook.**
   [http://virginiaconference.org/resources/](http://virginiaconference.org/resources/)

Each pastor as part of their ongoing continuing education and personal development as a pastoral leader is expected to demonstrate accomplishment/willingness to grow in the following six Mennonite Church USA Core Competencies:

1. **Biblical Story:** Firmly grounded in the Biblical story and foundational theology in order to preach and teach the Word of God for life transformation.
2. **Anabaptist/Mennonite Principles:** Understand and value core Anabaptist values, beliefs and practices.
3. **Christian Spirituality/Discipleship:** Willingness to grow in a spirituality that is continually being shaped by the everlasting love of God, the life, death and resurrection of Jesus Christ, and the transforming power of the Holy Spirit.
4. **Self-understanding and Self-Awareness:** Seeks a healthy sense of self and a capacity to enter into and maintain healthy relationships with others.
5. **Contextual Awareness and Missional Leadership:** Willing to grow in ability to recognize, interpret and redemptively engage the natural, cultural, ecclesial and global environments of this ministry context.
6. **Leadership:** Willingness to grow in capacity for leadership.

**Virginia Mennonite Conference has added an additional competency:**

7. **Pastoral Ethics:** The Virginia Mennonite Conference has added a reading list and suggestions for remaining current in this competency.