

Zion Mennonite Church  
Position Description  
LEAD PASTOR

**Vision for Pastoral Leadership:**

Pastoral leadership at Zion Mennonite Church (ZMC) is centered in Jesus Christ and empowers the congregation, individually and corporately, to become committed followers of Christ through teaching, preaching, discipling, pastoral care and administration. By example and through relationship building, pastoral leadership engages and leads the congregation to develop deep, personal relationships with Christ and to experience the challenges and joys of their faith journey. Pastoral leadership is responsible for the spiritual, emotional and social needs of the congregation and fosters growth as disciples of Jesus Christ and transformation by the Holy Spirit so that God's healing and hope flow through us to the world.

**Working Relationships:**

The lead pastor is called by the congregation, and is accountable to the congregation for his/her ministry. He/she reports directly to the Personnel Committee of the Congregational Leadership Team. He/she works as team leader with other pastoral and administrative staff to meet the needs of the congregation. Other pastoral staff report to the lead pastor for ministry issues, and to the Personnel Committee for employment issues.

**Terms of Service:**

A term of service is four years and can be renewed every four years after a favorable discernment process prior to the end of each term. After the first year of a new pastorate, the Personnel Committee will conduct a review to assess the job performance and satisfaction of the lead pastor, and make adjustments accordingly.

**Ministry Responsibilities**

The pastor provides leadership in the following areas of ministry:

1. *Worship and Preaching.* Provide overall leadership for the worship and preaching ministries of the congregation. In this area of ministry, the lead pastor will:

- a. Preach an average of three Sundays per month
  - b. Lead worship at least 1-2 times per quarter
  - c. Decide on a variety of worship themes and series in consultation with other pastoral staff, Elders, and the Worship Commission
  - d. Ensure that worship leaders and other preachers are assigned and prepared for each Sunday
  - e. Provide primary staff support for the Worship Commission and other groups planning worship and music
2. *Faith Formation.* Foster opportunities for individual and group faith enrichment. In this area of ministry, the lead pastor will:
- a. Connect with each adult Sunday School class on an annual basis and be available for developing and/or teaching occasional Sunday School classes or series
  - b. Encourage and resource growth in discipleship through small groups and mentor relationships
  - c. Oversee planning and implementation of baptismal preparation classes and perform baptisms
  - d. Assist in the planning and leadership of retreats and spiritual enrichment events
  - e. Collaborate with pastoral staff to provide staff support for the Faith Formation Commission
3. *Pastoral Care.* Carry out the ministry of visitation, pastoral care, and pastoral counseling. In this area of ministry, the lead pastor will:
- a. Build relationships with the congregation through personal contact and visitation
  - b. Provide crisis ministry (e.g. hospital and home visitation, funeral planning, other intervention)
  - c. Cooperatively with pastoral staff, plan special services such as baby dedications, commissioning, anointing, or prayer services
  - d. Provide individual, couple, or group counseling as needed, and make appropriate referrals
  - e. Conduct premarital counseling and perform weddings as requested
  - f. Meet regularly with Elders to discuss pastoral, spiritual and relational concerns of the congregation

- g. Provide primary staff support for the Care Commission
4. *Mission and Service.* Promote local, national and international mission and service activity. In this area of ministry, the lead pastor will:
- a. Work to discern the culture and missional context of the local communities of the Broadway-Harrisonburg area to share the gospel in word and deed together with the congregation
  - b. Engage with neighbors and visitors who desire to be involved in ZMC and the church's outreach programs
  - c. Promote, model and facilitate resourcing for evangelism, disciple-making, hospitality, compassion ministries, peacebuilding and creation care; both in our local Daphna community and the broader Broadway-Harrisonburg Area
  - d. Support and connect the congregation with Virginia Mennonite Missions, Mennonite Mission Network, and other Anabaptist mission and service agencies
  - e. Provide counsel and support for members discerning a call to mission and service assignments
  - f. Provide primary staff support for the Outreach and Service Commission
5. *Leadership and Administration.* Provide overall leadership for the congregation and serve as a resource for the work of leadership teams and commissions. In this area of pastoral leadership, the lead pastor will:
- a. Serve as the primary contact person for the community, Virginia Mennonite Conference and Mennonite Church USA
  - b. Represent the congregation at Northern District meetings, Virginia Mennonite Conference events, and Mennonite Church USA functions
  - c. Serve on the Congregational Leadership Team. Cooperate with the Congregational Leadership Team chair as needed on meeting agenda items;
  - d. Facilitate overall congregational vision and spiritual life with the Elders
  - e. Collaborate with the Elders to oversee welcoming new members, orientation and transfer of membership and affiliated services

- f. Coordinate oversight of the congregational commissions (Worship, Care, Faith Formation, Outreach and Service, Stewardship, and Elders) with the pastor team, CLT, and commission chairs
  - g. Direct and provide oversight for any pastoral staff, administrative staff or seminary interns who serve in the congregation
6. *Personal Growth.* Continue the journey of maturing as a follower of Jesus. In this area of pastoral leadership, the lead pastor will:
- a. Pursue personal spiritual formation through prayer, study, asking for guidance from other believers, and seeking a pastoral coach, mentor, and/or spiritual director
  - b. Engage in personal activities that promote physical, mental and spiritual wellness
  - c. Nurture and maintain healthy relationships with family or household members, friends, neighbors, and church community while tending to congregational commitments
  - d. Seek opportunities to grow in leadership and pastoral skills