



**Job Title:** Pastor, North Baltimore Mennonite Church

**Location:** Baltimore, MD

**Date Required:** Open Until Filled

**Classification:** Full Time, Exempt

**Description:**

The role of a pastor at North Baltimore Mennonite Church is to encourage spiritual growth, minister to and challenge people of all ages to live out their faith and be authentic, teach and disciple, be an example, and help people form a closer relationship with God through the practice of thoughtful preaching, leadership, and facilitation of spiritual discipline/formation. We expect that a pastor should be a resource and have the wisdom to direct discussion toward addressing issues from a Christ-like perspective. It will be important to help the church find a balance between outreach, service, and spiritual growth. The pastor should be guided by the scriptures and have this as a central part of the vision of pastoral work.

The pastor should represent the congregation as a preacher and counselor rather than the stereotypical "head of the church." He, she or they are not the sole representative of the church; everyone should have the role of representing the congregation, whether in leadership or not.

The Pastor is supported by the Elders and accountable to the Church Council and the Atlantic Coast Conference of Mennonite Church USA.

**Primary Emphases:**

Preaching, Empowering the Laity, Congregational Life, Pastoral Care, Community and Global Engagement

**Characteristics:**

NBMC is deeply committed to the Anabaptist faith. Our sense of community and commitment to peacemaking, the priesthood of believers, discipleship, social justice, stewardship, and service are the most important components of our Mennonite heritage and are extremely important to NBMC's overall identity. We are a diverse community of believers

who support each other through worship, friendship, singing, a strong small group organization, and regular snacks and meals after worship. Our Anabaptist orientation to the Christian faith draws people to us who were not raised in the Mennonite or even the Christian Church. We value service and try to find a balance between faith and works. We believe in the centrality of Christ and focus on the Gospels.

NBMC seeks a Pastor who is drawn toward these characteristics and who:

1. Has/have a maturing faith in Jesus Christ and commitment to the historic Anabaptist (Mennonite) vision (e.g. peacemaking, community building, discipleship).
2. Is/are a thoughtful listener that in addition to having his, her or their own vision is able to help the congregation discern vision and be willing to adopt that vision.

We are an inclusive community and all candidates, regardless of age, race, gender, gender identity, sexual orientation, and disability, are encouraged to apply.

### **Qualifications:**

1. Skilled preacher. Recognizes the need for a well rounded message from the pulpit (e.g. offering a prophetic voice to society, challenging us to live a daily life of faith, using Scripture as a basis for sharing the Good News of abundant life in Christ, calling to a deeper personal and communal spirituality, and creating the space to wait on the Holy Spirit).
2. Willingness to equip and train lay leaders for ministry by modeling the servant leadership of Jesus Christ as well as providing encouragement and support for specific lay-led ministries. Encourages and mentors people who sense a call to pastoral and other forms of ministry.
3. Willingness to engage with children and youth.
4. Willingness to welcome people from a wide range of church traditions and engage with the community in Baltimore city.
5. Ability to manage/supervise/develop systems, programs and personnel within the context of a small urban, lay-led congregation.
6. Minimum Education: graduate level training in pastoral ministry (M.A., M.Div., or similar).
7. Willingness to pursue the license/ordination process with the Mennonite Church USA and Atlantic Coast Conference (ACC) and become a member of North Baltimore Mennonite Church.

### **Preferences:**

1. Prior experience in ministry
2. Experience in a variety of ministerial settings (lead pastor experience preferred but not required)
3. Experience with equipping and training lay leadership for ministry.
4. Experience with leading groups through consensus decision-making processes.
5. Commitment to diversity, equity and inclusion at all levels of the church

### **Duties/Responsibilities:**

The Lead Pastor functions as the head of staff and assumes full oversight responsibility of all ministries of the congregation.

1. Preach the Word (approximately 3-4 sermons a month); plan themes in consultation with the Elders, assists with worship coordination and invites others to preach to insure diversity of style and content of pulpit ministry
2. Oversee administration and human resources of NBMC
  - a. Provide appropriate supervision of all employees and pastoral interns.
  - b. Attend regular staff and pastoral meetings.
  - c. Work collaboratively with the Church Council to oversee church operations and programs.
  - d. Act as a trustee.
3. Encourage and equip individuals for lay ministry, to fulfill God's mission on earth
  - a. Empower lay leadership.
  - b. Build relationships (meeting/greeting/visiting).
  - c. Attend monthly Church Council meetings and other Committee meetings as necessary.
  - d. Nurture and mentor persons testing a call to ordained or other ministry.
4. Other duties including (but not limited to) the following
  - a. Pastoral care and counseling.
  - b. Attend/participate in ACC/MCUSA and ecumenical community gatherings and meet regularly with the conference minister.
  - c. Spiritual development with the Elders.

**Please submit your cover letter and resume to \_\_\_\_\_.**