

SALFORD MENNONITE CHURCH

Harleysville, PA

We are an Anabaptist faith community, eager to live and share the peaceable way of Jesus. We seek to live out God's vision of love, justice, peace and reconciliation.

Our community aspires to embody unabated welcome, stirring spiritual hunger, bold prophetic witness, and perpetual generosity.

JOB DESCRIPTION

Position: Lead Pastor

Workload: Full time, typically 40-50 hours per week

Primary Function: Lead the Pastoral Team that oversees the life and direction of the church. The Pastoral Team is charged with leading the whole congregation on behalf of the Church Board and providing visionary leadership for and oversight of all ministries. The Lead Pastor will be the primary leader for adult spiritual formation. The Pastoral Team is expected to lead the congregation in achieving vision goals as well as equipping and empowering all persons in the congregation for ministry.

Qualifications: Committed to Anabaptist values
Success in prior team leadership
Three or more years of recent pastoral experience
Graduate-level degree – M.Div or higher; CPE credits preferred

Responsibilities & Duties:

- Develop, implement, and oversee congregational strategic plan
- In conjunction with pastoral staff, continue and advance congregational vision statement
- Embrace, embody and affirm Salford's Welcoming Statement
- Uphold Salford's Core Values
- Collaborate with pastoral team in developing worship/preaching themes
- Primary teacher and preacher – preaching approximately 22 times per year
- Oversee, lead and mentor church leadership team, maximizing staff members contributions and personal development
- Meet individually with other pastors each month to provide feedback and coaching
- Meet weekly with leadership team
- Meet with church administrator to coordinate and oversee general church administration
- Provide annual reviews and communicate compensation and benefits to staff
- Relate and report to church board through regularly attending monthly meetings

- Attend other meetings as needed to support church board or staff, such as: finance meetings, deacon meetings, gifts discernment team meetings
- Provide resourcing for Second Hour teachers as needed
- Pastoral care, counseling, and visitation as needed
- Prioritize greeting new attendees on Sunday mornings
- Plan and lead membership classes at least annually
- Collaborate with pastoral team for plan to welcome and shepherd newcomers to the congregation in their first year
- Provide leadership for weddings of Salford members, including pre-marital counseling
- Work with other pastors to provide leadership for funerals of Salford members
- Provide primary leadership and oversight of Salford ministry teams, starting new teams and disbanding old teams as needed
- Develop and foster Salford's connection to the Harleysville community
- Continue and strengthen Salford's relationship with Advent Lutheran Church
- Meet regularly with Salford's LEAD minister (or other Conference minister as designated)
- Attend and represent Salford at Conference and MCUSA gatherings, as needed

Accountability: Accountable to the congregation through the church board as outlined in the Bylaws of Salford Mennonite Church

Approved by Salford Mennonite Church Board: January 7, 2020