

Job Description for the Pastor(s) of Germantown Mennonite Church

Germantown Mennonite Church is a growing, open and affirming congregation made up of approximately 120 regular attenders and over 60 children and youth. This dynamic and supportive community is located in the Germantown section of Philadelphia and has a long history of peace-building dating back to 1683. GMC seeks to be a community of faith committed to dismantling harmful structures in our society and in ourselves based on privilege, power, and racial and gender inequality. We are excited to invite another pastor into our community to join us in this liberating work.

GMC is in the process of developing a new non-hierarchical leadership model based on partnership, mutuality, and shared power. We are seeking a new pastor to join in partnership with one other pastor on staff to share leadership tasks and responsibilities based on the gifts and talents of each pastor. This leadership team is tasked with managing the logistics of church life and supporting the spiritual, emotional, and social growth of the congregation and the wider community. Hours for this new position will be flexible to suit the right candidate with a minimum of 30 hours per week. The position will also include benefits, paid time off, and an additional number of Sundays off for personal Sabbath time.

Pastoral Team Duties and Responsibilities:

Worship:

- Share preaching and worship leading responsibilities with lay leaders and guest speakers.
- Organize the worship schedule and facilitate the worship experience in conjunction with Worship Committee.
- Provide creative forms of worship through music, drama, and the arts.

Community Life:

- Actively work to understand and dismantle structural oppression and white supremacy within church practices and relationships.
- Share responsibilities of pastoral care, pastoral counseling, and crisis care with Vision Team.
- Work closely with lay leadership to support the ongoing work of church committees.
- Facilitate important rituals and major life events such as weddings, funerals, and baptisms, dedications.

- Organize and lead youth programming with a focus on middle school and high school youth.
- Provide support to the Education Committee to organize children's programming.
- Oversee the mentoring program for middle and high school youth.
- Organize and plan Adult Sunday School and other learning opportunities around topics of faith, spiritual/emotional growth, and peace and social justice.
- Oversee GMC's child protection policy in conjunction with the Education Committee.

Outreach:

- Welcome and invite visitors and new attendees into community life in specific and validating ways.
- Represent GMC within the larger Mennonite Church and in relationship with other community groups in Germantown and the surrounding area.
- Partner with New Sanctuary Movement in their work at GMC.
- Work alongside Peace and Social Concerns committee to plan specific worship services and identify learning and giving themes throughout the church year.

Leadership Administration:

- Attend to day-to-day logistics of maintaining church facilities with the support of office manager and Trustee committee.
- Provide strategic input for church budget and finances along-side the Stewardship committee.
- Contribute to and support Church Council by attending monthly meetings and participating in decision making.
- Facilitate and model healthy communication and conflict resolution within the pastoral team and with the congregation.
- Respond to community and congregational questions and needs in a timely manner using a variety of forms of communication.
- Grow and develop the partnership leadership model with the support of identified resources inside and outside the congregation.
- Participate in regular supervision with Vision Team and Church Council.
- Participate in weekly staff meetings.

Qualifications and Characteristics:

- Seminary degree (MDiv) preferred but not required.

- Excellent written and verbal communication skills.
- Strong administrative skills, good time management skills, detail-oriented.
- Proficient in using technology to assist in communication and daily administrative tasks.
- Skilled at working with children and youth, values youth voices.
- Anabaptist background is preferred, but not required; commitment to pacifism and peace is essential.
- Strong commitment to anti-racism work.
- Willing to challenge and take on challenges.
- Skilled at non-violent communication and conflict resolution.
- Demonstrates creativity.
- Positive and proactive attitude, collaborative leader.
- Strong interpersonal skills, warm, easy to talk to.
- Pastoral counseling and/or chaplaincy training is preferred.
- Pastoral experience preferred (5+ years).
- Emotional maturity to set boundaries and help lay leadership set limits and boundaries.
- Able to balance contemplative personal faith with a commitment to justice.
- Fully and completely open and affirming to the LGBTQ community with theology to defend these positions. With this comes the willingness to be in the spotlight in wider Mennonite, church, and community circles.

To all serious candidates, please send a resume and cover letter to search.team@germantownmennonite.org. The Search Team will be taking applications through March 1, 2020.