

## **St. Louis Mennonite Fellowship (SLMF)**

*We are an Anabaptist faith community in St. Louis. Guided by the ministry of Jesus Christ, we seek to live out God's vision of love, peace, and social justice. Through the discernment of scripture and the guidance of the Holy Spirit, we strive to be a sign of God's presence in the world and grow stronger together in faith and compassion.*

*Everyone is invited to join us in worship. We welcome visitors, members, and leaders regardless of age, race, gender, class, or sexual orientation.*

### **Position Description**

**Job Title:** Pastor  
**Reports To:** Church Governing Board  
**Position Status:** .75 FTE – 1.0 FTE

#### **Purpose:**

The pastor will serve as part of a 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 Governing Board and providing visionary leadership for and oversight of all ministry through five congregational commissions [*Outreach, Worship, Discipling, Fellowship Life (pastoral care), and Administration*]. The five commissions, while separate, are viewed as one integrated ministry structure. 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.

The pastor will be committed to Anabaptist values and social justice. As an urban congregation, we seek a pastor who can engage with a diverse community of people, ages, socio-economic backgrounds and cultural backgrounds. At least one member of the Pastoral Team will participate in SLMF's ministries outside the congregation, including relationships with the broader Mennonite Church and within St. Louis.

#### **Key Responsibilities and Duties:**

- Provides leadership for at least one commission, as assigned by Governing Board.
- Provides effective ministry within that area in a way that equips congregants for ministry.
- Provides pastoral care, preaching, and teaching (load determined by gifting and availability).
- Keeps entire congregation focused on vision.
- Empowers teamwork for healthy congregational life and avoids micromanaging.

#### **Qualities, Gifts, and Characteristics:**

In addition to 1 Timothy 3:1-13 & Titus 1:5-9:

- Humble.
- Committed to social justice.
- Anabaptist commitment.
- Experience with or interest in urban environment.

- Ability to engage with all types of people, ages, and cultural backgrounds.
- Approachable.
- Good communicator.
- Capable of engaging and thought-provoking preaching.
- Ability to connect scripture and theology with contemporary challenges.
- Skilled in pastoral care.
- Commitment to diversity and inclusivity.
- Servant leader.
- Seeks the guidance of the Holy Spirit.
- Operates with the values of authenticity, integrity, and humility.
- Can see the big picture and what is best for the entire congregation.
- Is spiritually discerning.
- Is excited about achieving the congregation's vision.
- Has leadership qualities.
- Is called to pastoral ministry.
- Has a philosophy of ministry with priority for equipping and empowering all persons in the congregation for ministry.
  - Has a special gifting for ministry in at least two of the following arenas: outreach, worship, discipling, fellowship life (pastoral care), or administration.
  - Has special gifting for at least one of the following: preaching, youth ministry, or team leadership.

### **Priorities of Pastoral Time:**

#### **Leadership/Administration**

Pastor facilitates the development and implementation of vision, mission, and goals for the congregation and accepts appropriate administrative and supervisory responsibilities in a climate of shared leadership with members / Pastoral Team.

#### **Ministry in Community**

Pastor is actively engaged in identifying the missional context of the local community and working with both church and community groups. Encourages members to become informed and involved. Works with local ecumenical and interfaith efforts.

#### **Counseling**

Pastor initiates counseling and pastoral care for those within and outside the church, and makes appropriate referrals.

#### **Peace and Justice**

Pastor emphasizes the application of the Christian gospel to issues of the contemporary world, planning with the congregation for appropriate strategies to join God's action and witness in the world.

#### **Healthy Communications**

Pastor leads in developing effective and transparent communication and healthy ways of living with congregational differences, working at problem solving and decision-making while recognizing that our unity is grounded in Christ.

***To express interest, send resume and cover letter to: [imcpastorsearch@gmail.com](mailto:imcpastorsearch@gmail.com)***

**Vision Goals:** *In 2018, St. Louis Mennonite Fellowship (SLMF) went through a revisioning and restructuring process. From this process, the following Vision Goals were established.*

**Goal Area #1:** *By mid-2021, SLMF will be a congregation whose structure enables maximum energy to be focused on the mission to which God is calling us. (Restructuring is mostly in place as of early 2019.)*

**Goal Area #2:** *By mid-2021, SLMF will be a congregation where all are welcomed, included and connected, and where all gifts are valued and embraced.*

- A. *Small groups, based on the model presented on February 25, 2018, will begin over time, with three objectives: discern passion, spiritual gifts, and call; care for each other; and a unique objective which attracts individuals to the group. (See document with details about this model.)*
  - 1. *By December 31, 2018, 4 group themes will be announced, out of which 2 groups will form. By December 31, 2019, 6 group themes will be announced, out of which 3 additional groups will form. By June 30, 2021, 6 themes will be announced, and 3 additional groups will form.*
  - 2. *By June 30, 2021, 60% of active adults will have participated in at least one new small group and have experienced significant spiritual gift discernment as described above.*
- B. *We will increase public online visibility by 80% by June 30, 2021 and maintain at least three new posts per month that represent our church, beginning January 1, 2019.*
- C. *By June 30, 2019, a plan will be established for engaging and following up with new attenders.*
- D. *Beginning with the approval of this vision, quarterly all-church social activities, with outreach potential, will be implemented.*

**Goal Area #3:** *By mid-2021, SLMF will be a congregation which is sensing God's presence in our lives, experiencing the transformative power of Jesus' love, and sharing the gifts of the Holy Spirit.*

- A. *By June 30, 2019, 80% of the congregation will have experienced five hours of teaching on spiritual disciplines.*
- B. *Beginning with the approval of this vision, we will provide at least four opportunities per year, for individuals to share with the congregation their experiences of working at a spiritual discipline.*
- C. *Small Groups (see Goal #2, A)*
- D. *Public online visibility (see Goal #2, B)*

**Goal #4:** *By June 30, 2021, SLMF will have clarity and resolution regarding the building, having considered the building in relation to both financial feasibility and congregational purpose/potential.*

- A. *As the result of completing goal area #1, and engaging goal areas #2 and #3, we will listen to the Holy Spirit and arrive at a long-term decision regarding whether to stay in the building by December 31, 2019. This decision will reflect a commitment to being a fully accessible congregation. In preparation for this decision, we will take the following measures:*
  - 1. *By March 30, 2019, a building evaluation will be completed, to include an assessment of what would be required to make the building accessible.*
  - 2. *By August of 2019, we will complete a financial feasibility analysis based on the findings of the building evaluation. The costs of renting space elsewhere will also be researched and considered.*