

ELMWOOD MENNONITE BRETHREN CHURCH

Position and Job Description Associate Pastor

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POSITION SUMMARY & OVERALL RESPONSIBILITY

The Associate Pastor's primary role will be to disciple the next generation, beginning with children, youth and young adults. He will work alongside ministry teams in these areas ensuring leaders are equipped for their roles, able to fulfill responsibilities and are spiritually cared for as they serve the church. In short, they will make disciples who are able to make disciples.

ACCOUNTABILITY

The Associate Pastor is directly accountable to the Lead Pastor and through him, to the Leadership Council and the Congregation.

PERSONAL QUALIFICATIONS

1. Have a credible profession of faith and growing relationship with Jesus Christ.
2. Be committed to the Word of God and prayer, personally and pastorally.
3. Demonstrate the qualities of an overseer (1 Timothy 3:1-7; Titus 1:5-9).
4. Agree to uphold the Confession of Faith and the Pastoral Covenant of the Mennonite Brethren Church of Canada.
5. Believe, support, and agree with Elmwood's Vision/Purpose statement and Statement of faith
6. Able to communicate effectively with humility and patience in working with others.
7. Have ministry appropriate education at an undergraduate or graduate level.
8. Be committed to ongoing personal growth through reading, study, conferences and accountability.
9. Has a missional mindset and is excited to extend the Kingdom of God through word and actions.
10. Loves the church and is committed to growing as a disciple while making disciples.

OUTLINE OF ROLE AND SPECIFIC RESPONSIBILITIES

The following general elements form the basis of the Associate Pastor's role. Within each category are specific tasks that identify the range of responsibilities of this position.

Discipleship (40%)

Beginning with children's, youth and young adult ministries - the associate pastor will faithfully model, teach and mentor these individuals to grow in their love for Jesus and obediently follow Him. The associate pastor will evaluate the systems, curriculum and methods conducive to building disciples at EMBC specifically in these areas. He will review annual training for ministry teams, work with each budget and consider a 2-year plan within each team to develop a strong sense of expectations, rewards and training.

Teaching/Preaching (30%)

Will oversee and implement children's and youth curriculum, equipping teachers and leaders in this area. Preaching will be required, may be done up to every 6 weeks. Teaching in adult Sunday school and providing occasional seminars to equip members of EMBC to grow as disciples and reach those outside the church.

Caregiving (20%)

As a pastor at EMBC, time will be allotted to caregiving. There are nearly 100 children and over 30 shut-ins that all need care and discipleship. At times, there will be need to provide accountability and shepherding to those who request one on one discipleship. The care of the members are shared by pastoral staff, LC and members of the congregation.

Personal Development (10%)

Training, reading, retreats and basic administration to manage events, teams and responsibilities.

TERMS & CONDITIONS

The Associate Pastor position is a full time position. The following descriptions outline the expectations:

- Compensation: According to Manitoba MB Conference guidelines for Personnel in MBCM congregations
- Benefits, Vacation, etc.: As per policy of the Elmwood MB Church based on MBCM guidelines
- Performance Evaluation: A performance evaluation will be carried out after six months of employment or shift in position and then annually by the Lead Pastor and every third year by the Human Resources Committee involving the congregation in the evaluation

For a more detailed package of responsibilities contact:
hr@elmwoodmb.com or Pastor Ken ken@elmwoodmb.com