

## Raleigh Mennonite Church Pastor Job Description

### 1. Qualifications

- **Master of Divinity, or other graduate-level theological education**
- **Grounded in Anabaptist theology, history, and polity**
- **Commitment to equipping and training lay leadership for ministry**
- **Pastoral/ministry experience preferred**
- **Conversational proficiency in Spanish or willingness to learn preferred**

### 2. Roles & Responsibilities

- **Preaching/Teaching:** Preach approximately three Sundays per month and be accountable for resourcing when absent. Faithfully interpret and apply biblical texts to life in the contemporary world. Faithful teaching and preaching flow from regular, attentive listening to the Scriptures and diligent study of biblical texts and historical backgrounds, as well as a commitment to contextualizing God's gospel of peace and reconciliation in light of the challenges or opportunities that may be facing the congregation.
- **Outreach and Ecumenical and Interfaith Involvement:** Live out the gospel of peace by working for the liberation of all, with special attention to the marginalized. Support congregationally-led ministry and outreach efforts. Maintain good working relationships with Church of the Good Shepherd (the Episcopal congregation from whom we rent our worship space.)
- **Embrace the Priesthood of Believers:** Cultivate lay leadership. Lead, train, and equip the congregation through encouragement, mentoring, modeling, and the building of a unified community, and the "equipping of the saints" (Ephesians 4:12-16). Foster an environment in which the enthusiastic stewardship of time, talents, and money is practiced by all. Attend to the regular discipling of all age groups, particularly children and youth.
- **Spiritual Vision and Leadership:** Articulate and model a distinctly Anabaptist vision. Collaborate with RMC committees, task forces, and leadership for a unified realization of the RMC mission. Cultivate a church culture that affirms the image of God in all humans.
- **Pastoral Care:** Lead an active, effective pastoral care ministry serving the whole church.
- **Supervise Staff:** Provide support and supervision for church staff to enable them to perform their jobs faithfully and effectively. (As of July 2025 this includes one .25 FTE position that coordinates children/youth activities.)

### 3. Accountability & Ethical Standards

- The Pastor looks to Jesus Christ as the head of the church and is accountable to God through prayer and the leading of the Holy Spirit.
- The Pastor will adhere to principles including
  - the ethics section of '*A Shared Understanding of Ministerial Leadership*' (pg 55-70) from MCUSA

- the *Confession of Faith in a Mennonite Perspective* along with the addendum “A Resolution for Repentance and Transformation” approved by the MCUSA delegates on May 29, 2022.
- The Pastor is accountable to the congregation and reports to, and participates in a review process that is mutually agreed upon with the Staff Church Relations Committee.
- The Pastor is accountable to the MCUSA Central District Conference (CDC) (of which RMC is a member) as the congregation’s credentialing organization. This includes participation in pastor peer groups, utilization of the experience and guidance of the conference minister, and participation in the CDC Annual Meeting and Mid-Year Gathering
- The Pastor provides written reports for bi-monthly Church Life Meetings.

#### **4. Workload**

- While we assume a full-time pastor would ideally work 40 hours per week, we are aware that there are many weeks which will require more hours, and some which will require fewer. We respect the pastor’s need for balance in personal life, family life, and non-church volunteer work. The Staff Church Relations Committee and the Deacons will help to monitor pastoral time demands.

#### **5. Other**

- This position is intended as a long-term position, and applicants must have no obligations that would prevent them from serving an absolute minimum of three years.
- The Pastor will work with a spiritual director on a regular basis.
- The Pastor is encouraged to seek other professional growth opportunities and is eligible to take a Sabbatical that is in line with RMC’s sabbatical policy and as approved by the SCRC and Deacons.

Approved 7/6/2025 by the RMC Staff Church Relations Committee  
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 Raleigh Mennonite Church  
 Raleigh, North Carolina