



*This job description will be of interest to those who are feeling God's call to serve.*

# Faith Formation Pastor

**May 2024**

*Leamington United Mennonite Church*  
78 Oak Street E, Leamington ON N8H 2C6  
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## About LUMC

- Leamington United Mennonite Church is located in the heart of Leamington near schools and residential neighbourhoods, and our facilities are utilized by a variety of local organizations, ranging from a snack program for a local school to after school programs hosted by community organizations.
- Current weekly attendance averages around 150 people, not including 175 who worship with us through our online broadcast from the Leamington Mennonite Home, a nearby seniors residence.
- Our services are broadcast on YouTube and are viewed on average 250 times/week.
- We have an active and growing Sunday School program. We also have weekly Jr & Senior youth programming.
- LUMC is closely connected to both a Christian High School (UMEI), as well as a seniors home (Leamington Mennonite Home), in addition to local charitable organizations, including MCC's Thrift on Mill, Gleaners, and the Bridge, a resource centre and home for at-risk youth.
- Leamington is a small city located within a rural agricultural community on Lake Erie. We are located in the south-western corner of Ontario, just a 45-minute drive to Windsor and the Detroit border. Detroit has a major airport and is one of the fastest growing tech sectors in the US
- Leamington enjoys close proximity to national and provincial parks, as well as educational and health facilities, including a local hospital in Leamington. We are located in an economically vibrant and expanding region with many opportunities for spousal employment.

## Position Description

The Faith Formation Pastor is a preacher, teacher, shepherd, role model, mentor, and co-ordinator, leading in specific areas of ministry and supporting the Congregational Pastor in the life of LUMC.

Time Commitment:  
1.0 FTE

## Duties

The pastor shall lead and nurture the congregation in its spiritual life through an emphasis on discipleship and witness;

### Christian Education

- Share in the responsibility of providing resources to the church community
- Create and support educational opportunities that will inform and shape faith within the congregation (ie Adult Sunday School, small groups, young adults, parents of young children, prayer groups, and/or Bible studies, etc.)
- Connect with and support the work of the Children's Ministry Coordinator

### Spiritual & Faith Formation

- Promote personal, educational, relational and spiritual growth in the lives of the people of our congregation
- Lead/Co-lead catechism and membership classes and the baptismal process
- Promote LUMC as an anchor of faith formation in our community.
- Provide support and oversight to the Jr & Sr Youth Programs
  - Encourage connection and activities among MCEC and other faith groups
  - Encourage and nurture leadership gifts of youth
  - Equip and support adult leaders and sponsors for the youth ministry programs
- Provide leadership and pastoral support to various groups within the congregational life of LUMC (including but not limited to: youth, College & Careers, young families, etc.)

### Discipleship & Witness

- Support the Mission Hub and its activities as sponsored by the church
- Support participation in Mennonite Church Canada, MCEC, and other national, provincial, and local cluster activities
- Work with the pastoral ministry team to coordinate meaningful worship experiences at LUMC
- Preach on Sunday mornings once a month
- Support and develop the ministry of worship leading
- Walk with and support individuals through challenges of life in all key points of transition
- Co-lead services, including weddings, funerals, baptisms, communion, etc.

### Leadership & Administration

- Support the Congregational Pastor in nurturing an effective team environment
- Work with pastoral ministry team, Church Council and Spiritual Council in the development of ongoing church ministry with a vision for the future

The specific job description may be open to some adjustments based on the gifts, skills and experience of the interested candidate.

## Personal Beliefs & Convictions

- A dynamic and well-rooted faith in the Biblical story and the life, death, and resurrection of Jesus Christ
- Live a life of active obedience to Jesus; practicing prayer, meditation, the study of Scripture, integrity in relationships, evangelism, service, stewardship of finances, active peacemaking in relationships, etc.
- Demonstrate a capacity for servant leadership that embraces working collaboratively, empathetically, and respectfully within a diverse congregation

## Core Competencies

- Preaching
- Written & verbal communication
- Active listening & diplomacy
- Delegation
- Conflict resolution
- Organization
- An understanding of team dynamics and the ability to lead meetings as needed

## Qualifications

- Work experience in a church, coupled with a desire to pursue pastoral ministry as a vocation
- Education: a Bachelors or Masters Degree
- Learning: Willingness and desire for ongoing education and spiritual formation
- Legal Standing or Clearances: a clear criminal record check and vulnerable sector check
- Memberships in Associations: credentialed in Mennonite Church Eastern Canada, or willing to obtain such credential

## Professional Development

- The Church supports the concept of life-long learning for its pastoral team.
- Financial support is available to candidates interested in pursuing an MTS or MDiv at an educational institution from the Anabaptist perspective.
- Continuing education is also supported and may be financially assisted.

## Salary

- Salary, pension, and benefits in accordance with MCEC/Mennonite Church Canada guidelines
- Salary adjustments for geographic factors, years of experience, and education

## Supports

Supports could include:

- Assistance with housing
- Recreational Memberships
- Education incentives for family
- Transportation allowance

## Additional Supports

- Office Administrator & Coordinator support the work of the Pastoral Team
- Provision can be made for remote work and flex hours.

## Accountability

The Faith Formation Pastor is accountable to the Church Council and the Congregational Pastor. The pastor will attend monthly Council meetings, providing a written report with opportunity to expand verbally. Staff and Pastoral Ministry Team (PMT) meetings occur weekly.

A support circle will listen to the pastor's needs and concerns and provide the pastor with feedback and encouragement.

Pastors who sense a calling to explore serving with LUMC are encouraged to apply by September 15, 2024. The position is presently open, so a start date is not set. In dialogue, we would work at a mutually agreed upon date.

We invite inquiring pastors to process their exploration through Mennonite Church Eastern Canada (MCEC). The Regional Minister is Al Rempel, and contact can be made via email: [pastoraltransitions@mcec.ca](mailto:pastoraltransitions@mcec.ca). A Congregational Information Form for LUMC (May 2024) is also available from MCEC.