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Executive Minister

Vision of the Mennonite Church

God calls us to be followers of Jesus Christ and, by the power of the Holy Spirit, to as communities of grace, joy and peace, so that God's healing and hope flow through us to the world.

Statement of Identity and Purpose

God calls, equips and sends the church to engage the world with the reconciling Gospel of Jesus Christ. We are a community of disciples of Jesus, a part of the Body of Christ, covenanted together as congregations, regional churches, and a nationwide church body. Gratefully responding to God's initiatives, and empowered by the Holy Spirit, we commit ourselves and our resources to calling, equipping and sending the church to engage the world with the reconciling Gospel of Jesus Christ.

Ministry Mandate

The Executive Minister is the spiritual leader of MC Sask and works with the MC Sask Council and Pastoral Leadership Commission to promote healthy and spiritually vibrant Anabaptist congregations that are actively engaged in God's mission in the world.

Appointment

By an action of the MC Sask Council, upon a recommendation by the personnel committee.

Accountability

Accountable to and supervised by the MC Sask Council

Time Commitment: 1.0 FTE

Qualifications

- Demonstrated commitment to Anabaptist/Mennonite theology and practice
- Possesses the vision and skills for leading Mennonite Church Saskatchewan in its call to be a missional church
- Theological training and pastoral experience
- Ordained Minister within the Mennonite Church
- Attends to and maintains appropriate personal boundaries in all relationships

Personal qualities

The Executive Minister of Mennonite Church Saskatchewan demonstrates the following qualities:

- A gift for nurturing, representing and inspiring a unifying vision for the congregations of MC Saskatchewan.
- A non-anxious presence who inspires the trust and confidence of staff, leaders, congregations, volunteers, donors, and partner organizations of MC Sask.
- A gift for promoting the vision of MC Sask, along with the missional calling of the Church.
- An engaging communicator who is articulate, has excellent listening and written skills, and the ability to connect interculturally.
- A relational style of leadership that is approachable, collaborative, inclusive, and embraces the diversity within the Regional Church.
- An executive capacity to effectively plan, organize, delegate responsibility, and oversee the administration of MC Sask policies and mission.
- Experience in the area of non profit organizations
- Seeks appropriate professional growth opportunities
- A basic competency in the use of communications technology

A) Executive (35%)

1. Together with MC Sask Council, give oversight and inspiration to the vision, mission and purpose of Mennonite Church Saskatchewan and its ministries.
2. Attend regular meetings of MC Sask Council, Pastoral Leadership Commission, Leadership Assembly, MC Sask Annual Delegate Sessions, MC Canada Executive Staff Group, MC Canada Joint Council, National Study Conferences.
3. Be the public presence of MC Sask with member congregations
4. Relate to partner organizations (schools, camps, Restorative Justice programs, MCC, etc)
5. Relate to donors and supporters of MC Sask/MC Canada
6. Give oversight to the office and employees of MC Sask, working together to communicate and promote the goals, programs and beliefs of the Anabaptist Mennonite Church.
7. Recruit, select, and direct MC Sask employees as needed. Advise on other staff hiring as situations arise.

B) Pastoral (35%)

1. Together with MC Sask Pastoral Leadership Commission, give oversight to the calling, resourcing, supporting and credentialing of pastors.
2. Serve as pastor to pastors and spouses.
 - a) Be a resource to pastors on an ongoing basis in areas related to but not limited to calling and vocation, family/work balance, and mental health. Recognizing that outside supports are welcome, the Executive Minister will support pastors to the best of the Executive Minister's ability.
3. Together with PLC, coordinate support of pastors by organizing growth opportunities such as continuing education, retreats and pastors gatherings.
4. Provide orientation and ongoing guidance for new pastors, including the assigning of mentors and inviting them into peer groups.
5. Take initiative with processing candidates for licensing, commissioning, and ordination together with PLC and church representatives.

6. Ecclesiastical authority – registering pastors with the province for conducting marriages, including temporary licensing for wedding performed by non-resident pastors.
7. Work with PLC in the discernment and application of ethics/discipline guidelines in reported breaches of pastoral ethics.

C) Congregation Health & Vitality (30%)

1. Keep a finger on the pulse of each congregation and the larger regional church, helping us to understand each other. This will require regular travel to the congregations spread throughout the province.
2. Be involved in public ministry such as periodic preaching in congregations as well as leading in public rituals of the church such as credentialing events.
3. Relate to pastors and congregational lay leaders.
4. Work with pastors and congregations in leadership nurture and transition:
 - 4.i. Resource for policy and procedures.
 - 4.ii. Connect with conference schools & seminaries.
 - 4.iii. Meet with councils/boards to discuss programming (regional, national & international)
 - 4.iv. Meet with Pastoral Search Committees.
 - 4.v. Interviewing possible candidates.
 - 4.vi. Calling and credentialing.
 - 4.vii. Pastoral evaluations.
 - 4.viii. Support during entrance and exit changes of both pastors & congregations.
5. Resource and/or refer in situations of goal setting, conflict, and difficult conversations.

Term:

This covenant of understanding is for a 2-year term with a mid-term evaluation. Employment will become permanent after the recommendation by the Personnel Committee and approval of Council. The Personnel Committee's recommendation will be based on the successful completion of the second annual review, held prior to the end of the first term of employment. The salary and benefits shall be in accordance with MC Canada salary scale and memo of understanding, and shall be negotiated with the personnel committee at the time of call. At least three, preferably six months, notice will be given by either party prior to the termination or alteration of this agreement. Minister's resignation should be submitted in writing to the MC Sask Council.

For details contact Andrea Enns-Gooding at searchcommittee@mcsask.ca