

# First Mennonite Church of Denver (FMC)

## Pastor Job Description

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**Position Title: Pastor**

**Reports To:** FMC Leadership Board

**Employment Status:** Full-time (40 hours per week)

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## I. Position Overview

The Pastor of **First Mennonite Church of Denver (FMC)** will serve as the **spiritual, community and organizational leader** of the congregation. Grounded in **Anabaptist theology**, the pastor will provide **worship leadership, faith formation, pastoral care, administration and outreach** while helping the congregation discern its evolving role as an **urban Mennonite church**.

This position requires a **collaborative, relational, and spiritually anchored leader** who can work effectively with **lay leadership, staff, and the broader community**. The pastor will be responsible for **leading worship, offering pastoral care, supporting spiritual formation, and ensuring clear and effective administration and decision-making**.

FMC is committed to **healing and renewal following a period of pastoral transition** and seeks a pastor who can **help unify, nurture, and empower** the congregation for the next chapter of its ministry.

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## II. Qualifications and Competencies

### A. Required Qualifications *(Must be demonstrably met at the time of application)*

- **Ordained or credentialed** minister in good standing with Mennonite Church USA (MC USA) or a compatible Christian tradition.
- **Master's degree (M.Div., M.T.S., or equivalent)** in theology, divinity, spiritual leadership, or a related field.
- **Dedication to maintaining and honoring the Anabaptist/Mennonite faith tradition**, emphasizing peacemaking, discipleship, and social justice. Additionally, foster an open-

mindful approach to diverse faith expressions while guiding the congregation in thoughtful and constructive theological discussions and decision-making.

- **Minimum of 5 years** of experience in a pastoral, associate, or transitional ministerial role in a congregational setting.
- **Ability to engage a theologically and generationally diverse congregation**, facilitating dialogue and unity.
- **Experience in pastoral care**, including crisis response, funeral planning and grief support.
- **Strong leadership and organizational skills**, including the ability to **collaborate with lay leaders and church staff**.
- **Commitment to ethical pastoral leadership, fiscal responsibility, confidentiality, and professional boundaries**.

**B. Preferred Qualifications** *(Candidates need not meet all but should demonstrate openness to these areas)*

- Spanish language proficiency (or a willingness to develop language skills) to support engagement with FMC's Spanish-speaking members and neighbors.
- Experience in urban ministry, intercultural engagement, or community-based justice work.
- Training or experience in restorative justice, conflict transformation, or trauma-informed pastoral care.
- Leadership experience in nonprofit or faith-based organizations.

**C. Personal Attributes**

- A visionary leader who:
    - Is passionate about servant leadership
    - Is self-reflective, compassionate, grounded and spiritually mature
    - Demonstrates critical thinking and collaborative decision making
    - Has strong conflict resolution and crisis care skills
    - Has established self-care practices and strong boundaries
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## **III. Primary Responsibilities**

### **A. Worship Leadership & Preaching**

- Serve as primary preacher at least three Sundays per month, ensuring sermons are Christ-centered, Anabaptist-informed, socially relevant, and inspire faith and action.

- Work with the Worship Team to develop meaningful, creative, participatory worship experiences. Encourage lay leadership in preaching, scripture reading, music and other worship elements.
- Guide and nurture congregants as they navigate their personal spiritual, emotional, and service paths.
- Support FMC as an open, welcoming and inclusive congregation. Model advocacy in affirming the membership, leadership, marriage vows and family units who identify as LGBTQ.
- Be present at Lenten, Easter, Advent and Christmas services, unless advance arrangements are made.
- Officiate at baptisms, weddings, funerals, and other sacramental rites.

## **B. Pastoral Care & Community Building**

- Provide nurturing pastoral care to members experiencing grief, illness, family transitions, or crisis.
- Maintain an active pastoral presence with special attention to:
  - Elderly members (80+ years old)
  - Newer attendees
  - Families with children
  - Spanish-speaking and immigrant communities
- Work alongside the Care Team to coordinate and prioritize high quality and ongoing visitation and congregational support.

## **C. Spiritual Formation & Discipleship**

- Develop and implement teachings/opportunities that foster spiritual growth to deepen faith and relationship with God, self and others. Collaborate with lay leadership to develop and offer theological teaching and spiritual formation opportunities for all ages, including:
  - Adult education (Bible study, book studies, theological discussions, or current issues forums).
  - New member and baptismal classes.
  - Leadership development training for lay leaders and committees.
  - Oversight and guidance for meaningful children's faith formation.
- Foster a culture of servant leadership: equip members to articulate their faith and engage in actions of peacemaking, justice and service.

## **D. Leadership, Administration & Decision-Making**

- **Pastoral Oversight, Supervision:** Oversee daily operations, supervise specific staff, and cultivate a culture of support for church employees, volunteers, and lay leaders to carry out the church's vision effectively.

- **Pastoral Visioning:** Establish with the Leadership Board and congregation a shared vision for the congregation and work to establish short and long-term goals. Provide strategic oversight to guide the church towards fulfilling the vision/mission.
- **Facilitative Leadership and Shared Governance:** Serve as a collaborative leader working alongside the Leadership Board and/or staff to ensure shared decision-making while providing spiritual and operational leadership. Uphold and advance the priorities established by the Leadership Board. Ensure the congregation is included in decision-making when appropriate.
- **Communication:** Maintain open and timely communication with the congregation, lay leaders, and staff.
- **Stewardship:** Actively contribute to annual budgeting and planning efforts.

## E. Community Engagement & Church Growth

- Develop intentional outreach strategies to welcome and integrate new members, especially young adults and families.
- Strengthen FMC's urban Mennonite identity by providing leadership, vision and fostering relationships with justice initiatives, nonprofits, and interfaith partners including FMC's Direct Assistance Program and immigrant support efforts.

## F. Denominational Involvement

- Serve as FMC's representative within the Mountain States Mennonite Conference (MSMC) annual meetings and MC USA conventions.
- Participate in MSMC pastoral peer groups and stewardship training, and serve on conference committees as time allows.
- Engage in continuing education, boundary training, and professional development activities provided by MSMC, MC USA, or other useful resources.

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# IV. Work Expectations & Support

## A. Workload & Compensation

- Competitive salary, housing allowance and benefits aligned with MC USA and MSMC pastoral compensation guidelines.
- Full-time position (40 hours per week), including:
  - One regular day off per week.
  - Four weeks of vacation annually
  - Two weeks of study leave
  - Continuing education allowance
  - Provision for sabbatical leave

## **B. Supervision & Accountability**

- The pastor is accountable to the Leadership Board and works in partnership with the Pastor-Congregation Relations Committee (PCRC).
  - The pastor participates in annual performance reviews that include:
    - Leadership Board and congregational feedback on pastoral effectiveness, strengths, and areas for growth.
    - Self-evaluation and goal setting for continued leadership development.
  - FMC prioritizes pastoral self-care and is committed to supporting the pastor's spiritual growth, mental health, and professional development.
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## **Closing Note to Candidates**

We recognize that pastors bring unique gifts and experiences to ministry. If you meet the required qualifications and feel called to this role, we encourage you to apply even if you do not meet every preferred qualification.

FMC is committed to equity, inclusion, and diverse leadership and welcomes candidates of all racial, ethnic, gender, and cultural backgrounds who align with our mission, values, and theological commitments.

**Prepared by: First Mennonite Church Leadership Board and Pastoral Search Committee**

**Approved by Leadership Board: April 17, 2025**