

Doylestown Mennonite Church (DMC) is seeking a Pastor to provide overall leadership for our congregation. If you are interested in learning more about this ministry opportunity, or to submit your cover letter and resume/CV, please contact the church office at [dmc@doylestownmc.org](mailto:dmc@doylestownmc.org).

Primary expectations for this position include:

- Participating in the Ministry Leadership Team which provides overarching leadership for all church activities and stewards God's call for our congregation.
- Preaching 2-4 Sunday mornings per month. Other weeks could be covered by volunteer preachers, pulpit supply, or are services that do not include preaching. Sermons typically run approximately 20 minutes and have some connection to a yearly theme, but there is certainly openness to this being shaped by whomever fills this role.
- Provide staff leadership and oversight to three colleagues (Assoc. Pastor, Worship Pastor, Church Admin)
- Participate in monthly meetings of the Care and Worship Planning Teams (described further below)
- Encourage and develop other leaders within the congregation towards existing and new missional expressions
- Provide a point of contact and encouragement to the range of community stakeholders that interface with the congregation and/or property as a key dimension of listening for God's call towards new mission. This also includes some basic coordination of opportunities for Fifth Sunday Service.

Secondary/negotiable expectations for this position include:

- Attend training events/denominational gatherings
- Visitation and/or pastoral care as part of the Care Team (which is led by a 0.25 FTE associate pastor)
- Coordinating the Ministry Leadership Team (prepare agenda, ensure minutes distributed and approved.)
- Offer talents to other ministry areas outside of Sunday morning

A little bit about Doylestown Mennonite Church:

- Our vision statement is “taking risks with and for Christ” and in the past 30 years, we have lived into this vision and witnessed God’s presence and transformation in concrete ways.
- Our journey of risk-taking has helped us become a relatively low drama congregation that has developed and demonstrated conflict resolution skills and freed us to love one another well.
- We have a rather robust prayer ministry, which is closely linked with our work in pastoral care under the overarching leadership of our Care Team. These functions have helped us clarify and practice thoughtful approaches to confidentiality.
- In addition to being home to a congregation, DMC is also home to a vibrant coffee shop ministry, a community garden, cemetery, multiple community groups, and a range of other missional expressions.
- Over the past three years, we have consistently worked at identifying new practices to help us better connect with one another. The most conspicuous elements of this include experimenting with new ways to gather on Sunday mornings (e.g. Fifth Sunday Service, Table Fellowship, elective Sunday School).

#### A little bit about our Sunday morning worship:

- Average attendance is ~50 people across the full age spectrum. We are predominantly English-speaking, but are grateful for our Spanish-speaking sisters and brothers who regularly join us.
- Authenticity is prioritized over formality and/or polish.
- In addition to congregational prayer integrated throughout the service, we also have a strong team of prayer ushers and intercessors that serve during worship.
- Utilize a blended music style ranging from centuries-old acapella hymns to recently released songs.
- We practice a flat leadership hierarchy between the preacher, the musical worship leader, and a non-musical worship leader. All three roles have latitude to incorporate prayer and/or reflections as part of their leadership. Our aim in being multi-voiced is to help us all hear God better through one another.
- Practice a discipline of creativity/innovation in our services as led by our Worship Planning Team. This typically means we are never opposed to trying new things when we believe they might help us connect more deeply with God and one another. We are also fortunate to have a congregation who is open to new things and share feedback when some of the ideas fall flat.

- Services are live-streamed (which is also another way to learn about how we do worship)

#### Worship Planning Team:

- Serves as DMC's creative engine and/or think-tank for Sunday morning worship
- Aims to be a space where we intentionally reflect together on how God is leading our community into worship
- A monthly virtual meeting of our pastors and worship leaders

#### Care Team:

- Serves as DMC's hub for community health and pastoral care including visitation, counseling, and encouragement. Almost like the Church body's immune system.
- Meets monthly for prayer, reflection, and discussion on key issues

#### Other details:

- This role is scoped for part-time at approximately .5-.8 FTE with openness to including health benefits and, if desired, housing in the parsonage on-site
- Ideally, the person filling this role should hold and maintain credentials with our affiliated denominational conference. While credentials are not a deal-breaker for us, participation to background checks is non-negotiable and a requirement for anyone in our congregation working with minors including staff.
- In the past several years, our giving has not struggled to cover our annual expenses
- Recognizing there are a wide range of Christian denominations in the world and also a range of diversity within Mennonite communities, a few "clarity is kindness" points:
  - This role does not need to be filled by someone who has a Mennonite background, nor will they be expected to start driving a horse and buggy to church but they will need to be an active follower of Jesus and able to articulate how their personal beliefs fit within the broad tapestry of Christianity
  - We support the leadership of women in the Church and this role would be no different
  - We are committed to a traditional understanding of human sexuality