



## Indiana-Michigan Mennonite Conference

An area conference of  
Mennonite Church USA

PO Box 702  
Goshen, IN 46527  
Phone: 574-534-4006  
Email: [imoffice@im.mennonite.net](mailto:imoffice@im.mennonite.net)  
Website: [www.im.mennonite.net](http://www.im.mennonite.net)  
Offices at East Goshen Mennonite  
Church

### *Indiana-Michigan Mennonite Conference* **CONFERENCE CO-PASTOR** **Job Narrative**

Reports to: Missional Leadership Team Effective: 07/01/2021  
Directly Supervises: Administrative Coordinator and/or Bookkeeper  
Status: .5-.8 FTE (Full-time = 44-48 hours/week or 11-12 units/week)  
Credentialed Status: Ordained (or willing to take the necessary steps)  
Cong. Membership: Member of an IMMC congregation (or willingness to join)  
Travel/Location: Some travel; live within the states of Indiana or Michigan

#### **Job Summary**

The Conference Co-Pastor will collaborate with one other Co-Pastor to provide leadership to the community of diverse congregations of Indiana-Michigan Mennonite Conference (IMMC), work with Missional Leadership Team (MLT) to carry out the conference's priorities found in [Renewing a Vision](#), assist conference leadership teams in implementing their goals, and helps the conference grow in intercultural relationships and practices that embody racial justice for all people.

#### **Essential Functions**

- Vision
  - Work with MLT & leadership teams to carry out the priorities of *Renewing a Vision*.
  - Develop and implement strategies for IMMC to grow in its intercultural commitment.
  - Communicate conference vision through sermons, writings, various media, visits, etc.
- Leadership Development
  - Collaborate with the other Conference Co-Pastor at developing and calling leaders.
  - Cultivate opportunities for emerging leaders, particularly those who are younger and who are from culturally diverse backgrounds.
  - Support, cultivate, and engage with church plants, planters, and new ministries.
  - Participate in credentialing and pastoral installation services, as needed.
- Connecting within and beyond IMMC
  - Connect with pastors, individually and in area councils, through visits, emails, etc.
  - Support and facilitate communication with racial/ethnic congregations and leaders.
  - Relate to conference ministers, conference-owned institutions, & MC USA agencies.
- Administrative oversight
  - Work with leadership team chairs, as needed, to set their meeting agendas.
  - Work with Stewardship Team to provide financial oversight and funding streams.
  - Fulfill administrative functions related to office, finances and spending plan, board meeting preparation, delegate meetings, and support of other conference staff.

#### **Other Responsibilities**

- The two Co-Pastors will discern together which person(s) will meet with the following groups:
  - Leadership Enhancement Team & Gifts Development Team (monthly - participant)
  - [Journey](#) board meetings (quarterly - participant)
  - Personnel Committee (occasional - participate)
  - Journey Weekend Learning Events (semi-annually – participant, lead sections)

- Congregational Coach meetings (semi-annually – participate, lead)
- Pastor Gathering (annually – attend, lead)
- Mid-states conference meetings/retreats (quarterly – participate, lead)
- AMBS Pastors and Leaders or EMS Spiritual Leadership Training (annually - attend)
- Mennonite Church USA convention (every other year - delegate)
- MC USA Constituency Leaders Council (semi-annually - participate)
- Area Church/Conference Ministers meeting (annually - participate)
- Participate in periodic review by Missional Leadership Team

### **Core Competencies**

- **Spiritual Maturity:** Exhibits being a God-centered individual: formed by God's love and purposes, a capacity to receive and offer forgiveness. Appreciates a variety of Christian spiritualities and worship styles. Consistently brings own transforming self, inspiring a deep spiritual desire throughout the conference.
- **Mission Ownership:** Demonstrates understanding and full support of Indiana-Michigan Mennonite Conference mission, vision, and values. Articulates and leads staff in line with this vision.
- **Biblical Story:** Articulates the biblical story through an Anabaptist lens in ways that are consistent, honest, and invitational. Connects the biblical story with current reality.
- **Anabaptist Story:** Cultivates awareness of the historical Anabaptist story and of the current global Anabaptist movements.
- **Self-awareness and emotional health:** Demonstrates knowledge of self as individual in relationship with self, family, peers and mentors. Welcomes and engages the gifts of a wide variety of people. Those the Conference Pastor supervises will experience a relationship encouraging personal and professional growth.
- **Intercultural Competence:** Demonstrates a deep understanding and respect for all cultures. Engages effectively and appropriately with others across differences, such as cultural, racial, economic, ethnic, national boundaries, etc. that tend to divide and stereotype people. Commitment to developing an antiracist culture.
- **Contextual Awareness and Missional Engagement:** Understands the church as a sent community engaged in incarnational ministry. Engages and reflects on missional activities. Encourages, motivates and inspires a missional imagination in multiple relationships throughout conference.
- **Leadership:** Demonstrates an understanding of leadership. Leads from within. Creates opportunities for others to develop as leaders.
- **Interpersonal Skills:** Demonstrates the ability to lead, actively listen and accept criticism. Productively engages and resolves interpersonal conflict.
- **Management Skills:** Prioritizes multiple tasks and concentrates efforts on the most important tasks, using time effectively and efficiently. Clearly and comfortably delegates tasks and decisions.

Submit applications or questions: [immsearchcommittee@gmail.com](mailto:immsearchcommittee@gmail.com)

February 2021

Save date 2/07/2021 – final version