

Albuquerque Mennonite Church Pastor Job Description

Albuquerque Mennonite Church (AMC) in Albuquerque, New Mexico has an opening for a three-quarters time (0.75 FTE) lead pastor for a three-year contract, with the possibility of full-time within the next 18 months.

Albuquerque Mennonite Church is a vibrant, dynamic 37-year-old urban congregation of about 125 regular (and irregular) attenders, located adjacent to the University of New Mexico and near the center of a culturally diverse community of more than 900,000 people. We are situated on the traditional lands of Puebloan people, later populated by Hispanic, Anglo and, more recently, diverse immigrant groups. The majority population is Hispanic.

We are an inclusive Anabaptist group representing a wide variety of Mennonite, Protestant, Catholic and other backgrounds. The thread holding us together is a deep desire to follow Jesus's way of peace and to be a prophetic voice in our community and in our world. The pastor—rather than acting as the congregational CEO—will be our guide on this journey as we all learn to live and show God's love in a challenging world.

AMC has just completed a year of visioning led by a congregational visioning team (summary at this [link](#)). We seek a pastor who will help shepherd our congregation as we discern how our small congregation fits into what God is doing in the world.

This position will include some combination of the following tasks (priorities and specifics to be determined/negotiated).

LEADERSHIP

- Nurture overall vision and leadership for Christian spiritual formation; focus on developing spiritual practices that lead to encouraging and practicing spiritual discernment.
- Facilitate the development and implementation of the vision, mission, and goals of the congregation.
- Support the elders and members that make up the AMC standing committees, which include Worship, Faith in Action, Healing Ministry, Community Life, Stewardship, and Education.

WORSHIP

- Collaborate with the Worship team to provide leadership and support in planning for worship.
- Preach two to three times a month.
- Work with the Worship team to schedule guest speakers from the community and the congregation.

PASTORAL CARE

- Collaborate with Healing Ministry and Care Groups in providing pastoral care, paying attention to the issues of aging and mental health.
- Offer pastoral counseling and spiritual guidance as requested. Refer as needed.
- Attend to the needs of a growing proportion of children, families, and young adults.
- Officiate at baby dedications, baptisms, marriages, and memorial services.

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OUTREACH, WELCOMING, AND COMMUNITY INVOLVEMENT

- Model and encourage a welcoming atmosphere on Sunday mornings and during other church activities.
- Lead in the process of welcoming newcomers into the life of the church.
- Along with lay leadership, provide connections to Mountain States Mennonite Conference and Mennonite Church USA (MCUSA).
- Be a representative of the congregation in the local faith and civic community.
- Be willing to speak creatively to the issues of immigration, homelessness, discrimination, and other justice issues that challenge our community.
- Assist in planning special events such as weddings, memorials, and extra worship services for Advent and Lent.

EDUCATION

- Provide guidance and support to the Education elders for children, youth, and adults, as needed.
- Hold orientation for new members, as needed.

ADMINISTRATION

- Participate in monthly Leadership Team meetings.
- Perform administrative duties such as supervising the church office staff in conjunction with the Stewardship Leaf, attending monthly staff meetings, fielding community inquiries, assisting with communication, and responding to correspondence.

Compensation: This is a paid position with compensation provided according to Everence's Pastor Salary Guidelines for MCUSA. Health insurance and retirement contributions are negotiable. We will provide supportive professional expenses, such as continuing education, proportionate to the three-quarter time or full-time nature of the position.

Benefits: AMC will provide personal leave that can be used for vacation, sick leave, and personal days. We will also provide a sabbatical aligned with MCUSA guidance. We will consider the pastor's needs regarding the Family and Medical Leave Act.

Term of Employment: AMC will negotiate a Covenant of Understanding upon hiring. We will appoint a Pastor Congregation Relations Committee (PCRC) as a support to the pastor. The PCRC will conduct annual reviews. A review process will occur about six months prior to the end of the three-year contract.