

## **Minister of Equipping Job Description**

### **Virginia Mennonite Conference (VMC) Position Description**

**Job Title:** Minister of Equipping

**Reports to:** VMC Conference Council

**FLSA Status:** Exempt

**Job Function:** The Minister of Equipping: i) provides training and support for sustained congregational health and vitality; ii) resources and supports churches undertaking new community ministries and church plants; iii) equips pastors, lay leaders, and congregations in cooperation with VMC Districts; iv) recruits, develops, and resources volunteer trainers/equippers in collaboration with the VMC Congregational Life Commission.

**Accountability:** The Minister of Equipping reports to the Conference Council with the assistance of the Personnel Committee, which shall conduct an annual review of personnel performance and the position responsibilities, subject to review by the Conference Council.

**Qualifications:**

1. The Minister of Equipping shall be spiritually mature and able to bring together a diverse constituency for the purpose of fulfilling God's calling for VMC, to discern the movement of God's Spirit in the Conference and its member churches, and to equip God's people to advance the church's mission.
2. The Minister of Equipping shall be, or shall be eligible to be, a credentialed leader in VMC.
3. Education shall include theological training grounded in the Anabaptist tradition.
4. Experience shall include significant service in pastoral ministry or Christian education and in other leadership roles, demonstrating both administrative and interpersonal skills.

**Requirements:**

1. Adherence to the principles of the *Confession of Faith in a Mennonite Perspective*, 1995. Adherence to the principles of pastoral ethics as stated in *A Shared Understanding of Ministerial Leadership*, 2017.
2. Available for travel for Conference work.

**Term of Service:** The expected term of service is three years (negotiated as part of a covenant of understanding) and is renewable.

**Compensation:** The position is envisioned to be 0.25 FTE. Compensation will be determined by the Conference Council with the assistance of the Personnel Committee and will be commensurate with MC USA salary guidelines.

**Responsibilities:** The following responsibilities are set forward in keeping with the current vision and mission of VMC that read, respectively "God calls us to be followers of Jesus Christ and, by the power of the Holy Spirit, to grow as communities of grace, joy, and peace, so that God's healing and hope flow through us to the world." and "VMC equips pastors, lay leaders, and congregants for worship and service, and to bring the Good News of Jesus Christ to neighbors near and far."

1. **Congregational health and vitality** – Provide encouragement and training to pastors, lay leaders, and congregants so that they embody health, vitality, healing, and hope as followers of Christ and are strengthened in their witness to neighbors near and far.
2. **Community ministry and outreach** – Resource and support congregations seeking to be a light in their communities as they discern the movement of God's spirit for the undertaking of new community ministries and church plants in collaboration with relevant commissions.

3. **Congregational equipping** – Resource regular training events in cooperation with the Districts of the Virginia Mennonite Conference and District Ministers that are relevant for the growth and challenges of VMC’s diverse member churches and changing cultural contexts.
4. **Team leadership** – Recruit, develop, and resource volunteer trainers/equippers available to assist with congregational training events and the equipping of existing and emerging pastoral and lay leadership in collaboration with the VMC Congregational Life Commission.

**Equal Employment Opportunity Statement:** The Virginia Mennonite Conference is an equal opportunity employer and considers applicants for employment without regard to race, color, sex, parental status, national origin, age, disability, genetic information, political affiliation, military service, or other non-merit based factors, in accordance with applicable laws. As a faith-based organization, VMC is exempt from discrimination based on religion in that employing persons with a background in ministry and/or administration within a Mennonite or other Anabaptist context is considered a bona fide occupational qualification.