

Kidron Mennonite Introduction:

[Kidron Mennonite](#) is a rural, anabaptist congregation of 200+ people who believes the church is called to “Living and Building the Kingdom of God” around the corner and around the world. The church is a member of the Evana Network with a close and connected cluster.



The [Confession of Faith in a Mennonite Perspective](#) is our theological statement.

Kidron Mennonite is seeking to begin a Saturday evening gathering for worship and community life as a new expression of ministry for members in the community who are disconnected from church and one another. We are looking for individuals to join us in this ministry with hearts for worship, prayer, and providing relational discipleship to those currently outside of the church. Candidates for any of these roles should be in committed relationship with Jesus Christ with evidence of the fruit of God’s Spirit in their lives, able to sign the Evana Network [Personal Covenant](#), and be in agreement with the [Confession of Faith in a Mennonite Perspective](#).

Worship Director introduction (Full or Part time):

Provides primary leadership for design, coordination, and implementation of worship sets for a new Saturday evening service in connection with the overall ministry of Kidron Mennonite. As part of coordination, the worship director will provide opportunities for the development of worship and music gifts in the Kidron Mennonite community. As our Saturday evening service is in a pre-launch phase, the worship director will have opportunity to shape our gathering from the front-end.

Team Youth Pastor introduction (Full or Part Time):

Prioritizes ministry to 7th-12th grade youth and young adults for discipleship and care in the congregation and in the community. Youth pastor will provide pastoral care and oversight of our church-wide youth ministries, which currently sees around 20 students weekly for our 7th-12th grade mid-week program from 5 different school districts. Volunteers serve actively with the youth, and there is high congregational appreciation and support of youth ministry.

Team Associate Service Pastor (Full or Part Time):

Works to implement vision and mission of Kidron Mennonite, particularly as it relates to the ministry of our Saturday evening service as part of the whole congregation. This pastor will work with the rest of the Kidron Mennonite pastoral staff to ensure that the shared mission and ministries of the church carry through. This pastor will provide primary pastoral care and discipleship of the Saturday evening service and to help coordinate its volunteers and leaders.

To inquire about these ministry opportunities:

craig@kidronmennonite.com 330-857-3461

To apply, send resume and references to:

craig@kidronmennonite.com Kidron Mennonite Church, P.O. Box 232, Kidron, OH 44636

Team Worship Director Job Description

Provides primary leadership for design, coordination, and implementation of worship sets for the evening service in connection with the overall ministry of KMC.

Accountable To: Team Lead

Time: Full, Salaried (40-48 Hours/ 12-14 Blocks)



Leadership of Worship Teams

Administrate the tasks of worship ministry within its place in the congregational whole:

- Align worship ministries within the broader church vision and mission
- Coordinate worship teams for the worship services of KMC, particularly the evening service
- Communicate consistently about worship and spiritual ministry to teams and KMC broadly

Worship Team Development

Develop and communicate opportunities for participation on worship across ages and abilities:

- Equip and train volunteers from multiple generations to serve on worship teams and with the technology that supports it
- Identify individuals with gifts/interests and provide opportunities to join teams
- Facilitate access to equipment, lessons, and training related worship arts

Theological Focus

Help ensure that our worship is in line with our theological values and positions:

- Run music and worship components through the filters of the Bible, *Confession of Faith in a Mennonite Perspective*, and Evana Covenant
- Coordinate with pastoral team in designing worship sets and components in the same direction
- Participate with staff in theological discernment and alignment of ministries with theology

Other Congregational Tasks (20% time)

- Assist in AM worship services 6-8x/yr
- Help plan/coordinate special services

Pastoral Care

Relate with those under your leadership with spiritual care to build a culture of ministering in community:

- Practice spiritual self-care and minister from the overflow of God's work in you
- Shepherd team members in the life journey with check-ins beyond practice and resourcing
- Be present in times of crisis, trauma, and loss as Christ's representative

Incorporate Worship Arts

Intentionally plan for incorporation of various creative arts within the context of worship:

- Coordinate opportunities for the congregation to share creative gifts with the congregation as an act of worship (video, still arts, drama, etc...)
- Plan for creative arts components in worship to reinforce worship themes, vision, or mission
- Connect individuals with graphic design/digital communications gifts with opportunities to serve the church through their gifts

Coordinate Technical Infrastructure

Ensure that the A/V equipment that supports worship is in working order, supported by trained volunteers:

- Coordinate volunteers and volunteer training for A/V needs in the evening worship service
- Help maintain and develop both technical and musical infrastructure at KMC as pertains to worship spaces and experiences
- Help create manuals, guides, etc... for use by volunteers in using systems and properly setting up sound and media for worship and events

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- Support technology/digital communication
 - Assist cross-department activities
 - Collaborate with community
 - Engage church networks

Team Youth Pastor

Prioritizes ministry to 7th-12th grade youth and young adults for discipleship and care in the congregation and the community; Supports KMC vision and mission.



Accountable to: Team Lead/ KMC Board

Time: Full (40-48 hours/12-14 blocks)

Youth Ministerial Leadership

Administrate the tasks of youth ministry within its place in the congregational whole:

- Align youth ministries within the broader church vision and mission
- Position the congregation for positive engagement with youth and families
- Manage budgets and communication strategies for successful youth ministry

Focus the Message

Design Biblical discipleship strategies designed for youth that center on Jesus Christ:

- Design and promote a scope and cycle that prioritizes Gospel telling, Biblical truth, and transformational discipleship
- Create strategic experiential learning opportunities to reinforce core truths
- Equip and align volunteers for communicating truth with teenagers

Relational Community

Foster “spaces” for healthy interpersonal and intergenerational relationships:

- Equip and train volunteers from a cross section of the church for youth ministry
- Implement both small group connections and large group gatherings
- Connect with youth peer groups in person and through digital strategies

Pastoral Care

Serve as the primary pastor to youth, young adults, young families, and the youth ministry team:

- Communicate opportunities for care and connection for life’s hard moments
- Shepherd families in the life journey with resources and caring check-ins
- Be present in times of crisis, trauma, and loss as Christ’s representative

Foster Service

Place service, both general and in accordance with gifts, within the core of discipleship:

- Assist in developing a ministry exploration program for testing ministry gifts and call
- Create seasonal service opportunities, including multi-year service cycles
- Connect youth with opportunities to use their gifts within congregational life
- Encourage Gap-Year opportunities and support summer ministry jobs

Integrate and Transition

Create spaces and foster relationships to support youth and young adults as they transition beyond graduation:

- Develop transition strategies for graduates and maintain group/individual connections
- Create opportunity for young adult connections with one another and the broader congregation
- Support the development of additional ministries that serve young people at KMC and in the community

Other Congregational Tasks (<10% time)

- Preach 4-6x/year
- Assist regularly in worship services
- Assist in special services as needed
- Support cross-department activities
- Collaborate with community
- Engage church networks
- Support partner ministries

Team Associate Service Pastor

Works to implement to vision and mission of KMC, particularly as it relates to the ministry of our Saturday evening service as part of the whole congregation.



Accountable to: Team Lead/ KMC Board

Time: Full (40-48 hours/12-14 blocks)

Ministerial Leadership

Administrate the tasks related to additional worship spaces within their places in the congregation as a whole:

- Assist in creating and leading a Saturday worship space for engaging community ministry “gaps”
- Train and equip staff and volunteers for effective ministry and implementing vision
- Serve alongside Board as representative of these other groups

Focus the Message

Design Biblical discipleship strategies designed for young adults/families that center on Jesus Christ:

- Lead input for additional worship space 2-3x/month
- Discover or design discipleship strategies and methods for teaching and training congregants across KMC
- Create strategic experiential learning opportunities to reinforce core truths and values

Relational Community

Foster “spaces” for healthy interpersonal and intergenerational relationships:

- Equip and train volunteers from a cross section of the church for youth ministry
- Implement both small group connections and large group gatherings
- Connect with guests and visitors to help on-ramp people in the KMC congregation
- Facilitate “3rd space” meetings for interested persons to ask questions and voice doubts

Pastoral Care

Prioritize pastoral connections with Saturday evening service attendees, at KMC and in the community:

- Proactively resource predictable transitions, struggles, and life moments for these age groups
- Provide counsel and participate in marriage preparation
- Be present in times of crisis, trauma, and loss as Christ’s representative

Community Outreach

Encourage consistent connection with shared KMC mission locally and globally:

- Work with Witness and Service to maintain a shared “cross-services” mission focus
- Help facilitate “cross-services” service opportunities around the corner and the world
- Support local agencies and ministries as opportunities arise

Administration

Participate with other church leaders in developing vision, ministries, strategies, and process:

- Work alongside Lead Pastor in clarifying vision
- Design processes and equip leadership with skills for discernment and navigating challenges
- Develop and lead a ministry exploration/intern programs to discern/grow ministry gifts and call
- Facilitate the launch of new ministries and the re-working/ eliminating of old ones
- Assist, as requested, in hiring and training new staff members and resourcing Department Chairs

Other Congregational Tasks

- Preach Quarterly on Sunday AM
- Assist in worship services 2x/month
- Help develop worship themes

- Support cross-department activities
- Collaborate with community
- Engage church networks
- Support partner ministries