

**Executive Conference Minister  
Western District Conference  
Qualifications and Challenges**

**Qualifications**

1. A faithful follower of Jesus Christ.
2. Significant agreement with the Confession of Faith in a Mennonite Perspective as the teaching position of Mennonite Church USA.
3. Committed to an Anabaptist/Mennonite understanding of theology and the church.
4. A Master of Divinity degree or equivalent.
5. Self-awareness and emotional intelligence; Clinical Pastoral Education a plus.
6. Able to build relationships with people.
7. Able to deal with conflict.
8. Able to deal with different theological perspectives.
9. Significant experience in pastoral ministry in a congregational setting.
10. Administrative and organizational skills.
11. Financial management and development skills.
12. Able to discern leadership gifts in others.
13. Supervisory experience desirable.
14. Spanish language proficiency helpful.

**Challenges to be found in these responsibilities**

1. Providing leadership for a gifted and creative staff.
2. Finding pastoral leadership for congregations, especially those that are in areas of declining congregations.
3. Being available to work with congregations and pastors in the midst of change and conflict.
4. Finding ways to deal with growing financial needs and diminishing financial resources.
5. Leading the conference in finding its place and role in Mennonite Church USA.
6. Providing leadership for the conference in relationship with sister conferences.
7. Relating to congregations and persons in a culture of diversity while working toward a common mission and goals.