



FIRST MENNONITE CHURCH
of Champaign Urbana
A congregation of Mennonite Church USA

Michael B. Crosby, Pastor

Dear Prospective Candidate,

Thank you for your interest in First Mennonite Church of Champaign-Urbana (FMC). We are a thriving, welcoming congregation of about 150 members located in the twin cities of Champaign and Urbana, adjacent to a premier Big Ten university.

We are a member congregation of Central District Conference (CDC) and Illinois Mennonite Conference of Mennonite Church USA (MC USA). FMC is rooted in the Anabaptist faith tradition and began as an outreach to the university population over sixty years ago. We are a progressive, inclusive and justice-oriented faith community, involved in several local interfaith collaborative efforts. The congregation contains the full spectrum of ages, from young families with infants to seniors and all ages in between. We walk with each other through the joys and challenges of day to day life, supporting and responding to the needs of our caring community and our neighbors both near and far.

Check out our website (fmc-cu.org) to learn more about our current initiatives.

We are seeking a .5 to .75 FTE Associate Pastor with a flexible projected start date in the Spring of 2027. We offer salary and benefits in accordance with MC USA Pastor Salary Guidelines. The Associate Pastor will serve as part of a team with the Lead Pastor. Areas of ministry focus will include the Christian Education committee and all its programs, with special attention to children, youth, and their families. The Associate Pastor also participates with the Lead Pastor, Elders, and Council Chair on the Spiritual Leadership Team, preaches at least occasionally, provides pastoral care, and engages in other ministries in coordination with the Lead Pastor. These may include some combination of music & worship, congregational visitation, problem solving/conflict resolution efforts, and peace & social justice concerns. The pastoral team works collaboratively and works out many of their specific duties between them.

The Champaign-Urbana metropolitan area of approximately 240,000 inhabitants is home to the University of Illinois with a multitude of associated educational, cultural, and recreational opportunities. The towns offer inviting residential neighborhoods, excellent public transportation, award winning park districts, and a medical school with extensive medical facilities. Browse experiencecu.org for a more complete picture of our community. It's a two-hour drive to the Chicago, Indianapolis, and St Louis metropolitan areas.

Interested applicants should begin by contacting Doug Luginbill, CDC Conference Minister
PO Box 1199
Goshen, IN 46527-1199
doug@mcusacdc.org, 419-296-4759

Sincerely,
The First Mennonite Church of Champaign-Urbana Associate Pastor Search Committee

Associate Pastor Job Description

(Approved by Council on 8/12/2026)

The First Mennonite Church of Champaign-Urbana, Illinois invites applications for the position of Associate Pastor. First Mennonite Church is an urban congregation of approximately 150 active participants who seek to be followers of Jesus Christ and to grow as a community of grace, joy, justice, and peace so that God's healing and hope flow through us to the world. As a community, we aspire to live out our call in Micah 6:8 to seek justice, love kindness, and walk humbly with God.

In addition to our participatory Sunday morning worship and adult and children's Christian Education program, we are committed to community building within the congregation, throughout the local community, and with the wider Mennonite Church. We approach this internally through the Church Council, Spiritual Leadership Team, Christian Education Committee, Hospitality and Fellowship Committee, Service and Outreach Committee, Bible studies, and spiritual direction groups, among others. We are connected to our community through interfaith relationships and programs, non-profit organization partnerships, local and national racial and environmental justice initiatives, LGBTQ+ inclusion efforts, and involvement with Mennonite Action and the Coalition for Dismantling the Doctrine of Discovery.

Qualifications:

- Seminary training is preferred.
- Applicants should qualify for Ministerial Licensing Toward Ordination from the area MC USA conference.

Previous Experience:

- Work with children, youth and/or young adults in ministry. Comfortable ministering to the needs of senior members.
- Demonstrated ability to interact with, listen to, and minister to people from diverse backgrounds and perspectives.
- Demonstrated ability to nurture the gifts of others and empower congregants for growth, participation, and leadership.

Tasks:

The Associate Pastor will serve as part of a team with the fulltime Lead Pastor. Together, the Pastors provide spiritual and administrative leadership, counsel, and nurture to the congregation. Specific duties of the Lead Pastor and Associate Pastor/s are coordinated between them, with support from the Pastor Congregation Relations Committee (PCRC) and the affirmation of Church Council. The Associate Pastor's responsibilities will include the following:

- Lead and coordinate activities and outreach for children, youth, and their families, including active engagement with the Christian Education Committee and its programs, including Sunday School, Youth Fellowship, and other multigenerational programming.
- Facilitate opportunities for small group gatherings, which might include Bible studies, spiritual direction, spiritual retreats, and coordinating family-oriented groups.
- Participate with the Pastor and elders on the Spiritual Leadership Team.
- Contribute to worship planning with the spiritual needs of children, youth, and their families in mind.
- Preach occasionally and provide pastoral care in collaboration with the Lead Pastor.
- The position could also include engagement with music & worship, congregational visitation, problem solving/conflict resolution efforts, and peace & social justice concerns..

Accountability and Support:

The Associate Pastor is accountable to the congregation through the Church Council. The Pastor Congregation Relations Committee (PCRC) tends to the pastors and to the relationships between the pastors and the congregation; PCRC reports to Council.

Expected ethical & theological standards:

Adhere to the principles of *A Shared Understanding of Church Leadership*.

Maintain a commitment to the broad contours of the *Confession of Faith in a Mennonite Perspective*.

Work Load:

.5 - .75 FTE

Projected Start Date:

Spring 2027 (with some flexibility)