



Position Description Pastor for Care & Community

This position is an exempt, full-time, paid position that is accountable to the Congregation Council, and collaborates with the Lead Pastor. Provides leadership of the Care & Community and Outreach Teams of the staff and congregation.

Position Mission Statement: To provide spiritual and pastoral leadership that fosters care for members and encourages discipleship among all members through a ministry of Word, sacrament, and leadership.

Core Competencies: The position requires consistently demonstrated competency in the areas of: Communication, productivity, interpersonal relationships, intrapersonal integrity and leadership.

Goals and End Results: This position description is used in conjunction with individual and team goals and end results established annually.

Qualifications

- + Ordained pastor of the ELCA with at least a Master of Divinity.
- + Experience or additional training in the care of souls is helpful.
- + Manifests strong leadership skills with a strong emphasis on communication.
- + Exhibits a deep desire to build up members and the communal life of the congregation.
- + Experience in small group ministry, including study, support, fellowship, and spiritual formation is desired.
- + Exhibits mature character and leadership abilities as identified in 1 Timothy 3:1-7; Titus 1:5-9; 1 Peter 5:1-4 and Acts 6:4

Strategic Expectations:

- + Administer the Word and Sacraments and model the Lordship of Christ to our congregation in a way that illuminates Scripture, teaches sound doctrine, inspires, and convicts toward Godly living, and encourages and motivates all to more fully follow our Lord Jesus Christ as disciples.
- + Establish and oversee ministries of care especially those that care for and support those who are sick, homebound, dying, grieving, facing difficult transitions in life.
- + Provide development, oversight, and support of programs and systems dedicated to volunteer care providers.
- + Participate in a preaching ministry that clearly and powerfully declares the good news of grace and kingdom of God revealed in Jesus Christ.
- + Develop a ministry of small groups that provides opportunities to grow in prayer, service, faith, find support, and share fellowship for members.
- + Coordinate and oversee the integration of new members.
- + Manage, mentor, and lead Care & Community Teams, beginning with the staff team, in a way that gets results and enhances the mission of the congregation.

- + Oversee the wedding ministry of the congregation, providing for pastoral assignments and training and assignment of wedding coordinators.
- + Serve on the Congregation Council

Key Working Relationships and Teamwork Expectations:

- + Work cooperatively and professionally with other rostered leaders.
- + Work with the staff of the congregation toward positive outcomes and mission.
- + Establish and maintain a positive working relationship with the Council, and other leaders.
- + Work well with churchwide and synodical leaders.
- + Participate in the planning process of the Council.

Adopted by Council: March 22, 2022

Received by Employee: _____ Date: _____