

**Zion Lutheran Church
Aberdeen, SD
Job Description for Lead Pastor**

Reports to:	Executive Committee and Congregation Council	Effective:
Directly supervises:	All staff	
Status:	Full-Time	
FLSA:	Non-Exempt	

Job Summary

The Lead Pastor provides spiritual and pastoral leadership to the membership of Zion Lutheran Church and serves as the senior leader of the congregation, so that it might fulfill its mission and purpose as the body of Christ. Works closely in a partnership with other ordained pastor(s) as well as lay staff members to provide supportive supervision of both paid and volunteer staff.

Essential Functions:

1. Has primary responsibility for biblically based weekly preaching.
2. Administers the Sacraments (Holy Baptism and the Lord's Supper), according to the practice and recommended liturgies of the ELCA.
3. Manages and is ultimately responsible for all worship services of the church, including funerals and weddings.
4. Has primary responsibility for overseeing the teaching ministries of the congregation, sharing in the teaching ministry with the staff and lay members.
5. Provides pastoral care in conjunction with other staff, committees, and member care-givers through visitation, counseling, and prayer. If there is a visitation minister, this may be shared with that minister.
6. Serves as Head of Staff: supports, manages, and evaluates, in conjunction with the executive council and the staff of the congregation.
7. Oversees the administration and management of all areas of the congregation's ministry in consultation with the church council and appropriate committees, boards, and staff.
8. Develops and equips lay leaders of the congregation (e.g., council and committees).
9. Implements strategies to connect members more deeply to the church and each other, through inspiring worship, programs, teaching, or activities while developing a strong pastoral relationship with the congregation.
10. Coordinates an intentional process of visioning for staff, council, and key leaders.

11. Serves as a liaison with the Preschool Director and Board of Noah's Park Christian Preschool.

Minimum Qualifications: Bachelor's degree and Master of Divinity degree. Rostered as a clergy person in good standing with the Evangelical Lutheran Church of America. Minimum of three years of successful experience in ordained ministry.

Physical Requirements: While performing the duties of this job, an employee is required to frequently use hands and fingers and possess efficient means of communicating with others. Specific vision requirements include close vision. This is a semi-sedentary job with no exposure to extreme hot or cold temperatures. A certain amount of standing and travel is necessary to carry out the duties of this position. The noise level in this environment is low. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Core Competencies:

- **Preaching:** Is a consistently effective preacher; able to inspire from the pulpit; communicates a clear, consistent and relevant message through sermons that are carefully prepared and artfully delivered; projects the identity and character of the congregation through a pulpit presence.
- **Teaching:** Designs effective lesson plans and facilitates learning experiences in both small and large group settings; selects teaching topics that are relevant, provocative and contribute to a deeper understanding of scripture, theology and spiritual practice; uses a variety of teaching topics to maintain interest and build connection.
- **Worship Leadership:** Designs and facilitates relevant and inspiring worship; combines elements of theology, music and art to promote experiences of the sacred; crafts worship flow that reinforces a theme or purpose; fosters worship moments that invite participants into an encounter with the divine; creates liturgical moments that embrace the work of the people in worship.
- **Hospitality/Accessibility:** Generates a sense of hospitality and or accessibility by his or her very presence; communicates a sense of availability, warmth, openness and approachability; fosters natural connections between members of the congregation and with visitors; supports a culture of welcoming and connection in the life of the congregation.
- **Spiritual Maturity:** Shows strong personal depth and spiritual grounding; demonstrates integrity by walking the talk, and by responding with constancy of purpose; is seen by others as trustworthy and authentic; nurtures a rich spiritual life; seeks the wisdom and guidance of appropriate mentors; is able to articulate a clear and consistent theology.

- **Stewardship:** Promotes stewardship as a principle that guides both individual and congregational life; encourages generosity in the sharing of time, talent and finances; promotes a culture of abundance; supports leadership in the development of a comprehensive stewardship program.
- **Social Witness:** Demonstrates a personal conviction to truth and justice; leads the congregation in its articulation of a social witness; advocates on behalf of the marginalized and the disenfranchised; encourages and exhorts others to do the same; encourages the development of congregational programs and ministries that allow the congregation to live out its social witness.
- **Pastoral Care/Counseling:** Demonstrates the ministry of presence; creates a spirit of openness that invites those who are spiritually or emotionally troubled to confide in her/him; demonstrates appropriate pastoral care boundaries, recognizing his or her own limitations as a care provider; respects confidences; appropriately refers congregants along to other professional care providers as warranted.
- **Visitation:** Moves comfortably and easily around those who are ill or suffering; generates a sense of calm, hopeful presence; offers appropriate prayers and facilitates rituals that invite healing; demonstrates appropriate personal boundaries when caring for the ill and dying; stands as a calm, sure presence in the face of death.
- **Spiritual Formation/Discipleship:** Demonstrates an understanding of spiritual formation/ discipleship as journey or process; invites others into reflection about personal spiritual journey; teaches a variety of spiritual practices to lead others in deepening and developing spirituality; creates teaching and small group environments that promote discipleship.
- **Evangelism/Witness:** Stands ready to communicate and spread a message of good news, based upon the congregation's mission; articulates the message for members of the congregation, encouraging them to become evangelists and witnesses as well; supports a culture of evangelism, witness and ministry growth outside the walls of the congregation.
- **Membership Development:** Supports the membership process of the congregation with a well-defined articulation of membership and its benefits; actively connects visitors with the life of the congregations in ways that support membership commitment and growth; understands the membership process of the congregation as a system that incorporates hospitality, welcome, orientation, membership and deployment.
- **Verbal and Written Communication:** Is able to deliver a message clearly, articulately, and with appropriate emotion in a variety of settings; demonstrates communication styles appropriate to the situation at hand; adjusts the message, without losing the essence of the message, depending upon the circumstances and the listener; is able to write clearly and succinctly; employs correct grammar, punctuation and patterns of speech; clearly delivers message in a tone appropriate to the context.