

## South Zumbro Lutheran Church

Position:	<b>Pastor</b>
Reporting Relationship:	Church Council
FLSA Status:	Full Time / Salaried / Exempt
Salary:	Based on Qualifications & Experience
Hours:	Vary
Date Revised:	June 21, 2018

### Purpose and Aim:

- † To extend the Kingdom of God through preaching and teaching the inspired Word of God
- † To encourage persons of faith in Lord Jesus Christ as Son of God, and repentance of sins and personal surrender of heart and life to Jesus Christ
- † To promote fellowship (families, small groups, family service groups) around God's word and prayer
- † To encourage people to pray, to labor and to give so that the Gospel of Christ might be brought to those who are in spiritual need in our community and throughout the world

### Essential Duties of the Pastor:

- † **Preach the Word of God.** *The Pastor* must be able to preach the Word of God in accordance with the Bible and the Lutheran Confessions. The messages are based on a responsible interpretation of the Bible, relating Scripture to everyday experiences in order to encourage faithfulness to Christian & Lutheran beliefs and practices.
- † **Celebrate the Sacraments.** *The Pastor* shall celebrate and perform the Sacrament of Holy Baptism, Holy Communion, funerals, and marriages when needed and scheduled.
- † **Lead Worship and Prayer.** *The Pastor* shall coordinate and approve all types of worship services with input from the SZLC Music & Worship Committee. The Pastor must have a prayer life based on faith in the Triune God and be able to develop a strong prayer life amongst the congregation.
- † **Teach.** *The Pastor* must be able to teach the Word of God in accordance with the Lutheran Confessions and the stated Mission, Vision and Core Values of SZLC. The individual will be engaged in the development of Christian Education across all age groups at SZLC by working closely with, but not limited to the Board of Education, Deacons, and lay members in all the age groups. The pastor will be the key person for Confirmation of all ages into the Christian faith through Lutheran theology.
- † **Pastoral Care.** *The Pastor* will perform the functions of a pastor in an evangelical manner; to aid, counsel and guide members of all ages and social conditions; to visit the sick and the dying, provide and over-see to the spiritual and physical needs of the congregation. *The Pastor* coordinates with the Faith Community Nurse to visit members who are seriously ill, hospitalized, homebound, or grieving.
- † **Direct, Organize and Oversee the Membership Process.** *The Pastor* has the responsibility of maintaining the Church membership records with transfers, baptisms, and deaths. From visiting new people to the area & church, to establishing an introduction process at SZLC with appropriate lay members.
- † **Assist Congregational Leadership.** *The Pastor* will collaborate/work with the church council, deacons, appropriate committees, officers and lay leaders to carry out the mission of the church. *The Pastor* leads by word and example in spiritual growth opportunities, including but not limited to, small groups, service projects, fellowship opportunities and care for those in need.
- † **Supervise/Administer.** *The Pastor* has the responsibility of maintaining a respectful and productive work environment, identifying training needs and working with groups & individuals to develop and maintain goals. *The Pastor* shall also regularly attend meetings with the Church Council, Deacons and the Faith Community Nurse, at a time and frequency agreed upon by both parties. When necessary, the Pastor should attend meetings of his or her respective ministry teams. Additionally, *The Pastor* will attend and participate in national and regional LCMC meetings, along with Kasson Mantorville Ministerial meetings.

### **Qualifications Required:**

- † A rostered ordained LCMC Pastor with a Master of Divinity or equivalent degree preferred, or a Seminary student within the LCMC seeking ordination or an ordained Christian minister recognized by a national Lutheran body with a Master of Divinity degree (must become LCMC certified within two years, if not already certified).
- † Adhere to the LCMC statement of faith.
- † Adhere to the Constitution and By Laws of South Zumbro Lutheran Church (SZLC) and desire to further the mission of SZLC.
- † Personal and ongoing relationship with Jesus Christ and demonstrated by their day-to-day behavior.
- † Computer and technology skills including the use of social media.
- † Strong organizational skills with the ability to handle multiple assignments and complete tasks and responsibilities to meet all deadlines.
- † Work effectively with others in a team environment as well as work with diverse groups of individuals, families and volunteers.
- † A person of integrity who maintains confidential information.
- † Ability to develop future leaders by motivating and training others.
- † Reference and background screenings will be conducted.

### **Pastoral Qualities/Additional Expectations and Requirements:**

As a mature follower of Christ, the *Pastor* will conduct himself or herself in an appropriate manner at all times and places to reflect honorably on Christ and His church. He or she encourages and promotes a well-balanced ministry program that includes inspiring worship, Christian educations for all ages that aid their spiritual growth, and that progresses their walk with Christ. This individual is expected to teach and coach at every opportunity the mission, vision, and core values of South Zumbro Lutheran Church and the Holy Scriptures to help create a caring and supportive work and service environment which will exemplify Christ's teachings and personal practices according to his/her ministry areas. *The Pastor* must be able to work independently and make decisions prioritizing needs. *The Pastor* must also work with the Faith Community Nurse to jointly administer the Good Samaritan Fund. He or she must be able to maintain open dialogue with others and possess good resolution skills.

The Pastor's intimate relationship with the congregation as individuals often aims to persuade persons to a personal surrender of heart and life to Jesus Christ and promotes the fellowship of Christians/families around God's word and Prayer. *The Pastor* must be able to share his or her thoughts, feelings, and beliefs; admit his or her own mistakes and vulnerabilities publicly when appropriate, and be honest and forthright even in difficult situations or conversations. The Pastor must listen attentively to concerns and issues expressed by individuals within the congregation and SZ staff and seek clarity and understanding. The Pastor must remain calm in challenging situations and show patience when giving and receiving ideas, information or feedback.

*The Pastor* encourages SZLC disciples/members to pray, to serve and to give time, talents and gifts that the Gospel might be brought to those in spiritual need in our community and throughout the world. *The Pastor* assesses and, if necessary, refers individuals as appropriate to community counseling services. *The Pastor* must be willing to relocate to the Kasson community and possess the desire to be an active member of the community. Reference and background screenings will be conducted.

*The Pastor* must be able to work flexible hours, maintain regular office hours, and possess a valid state driver's license with a good driving record and maintain adequate car insurance. The background screening may include, but not be limited to any of the following checks: (1) County or Statewide Court Search, (2) National Sex Offender Registry, (3) National Criminal Database Search and/or (4) Motor Vehicle Record Check (5) credit check.

**Performance Appraisal / Merit Consideration:**

The Church Council President will provide *The Pastor* an annual performance appraisal. Merit consideration may be reviewed at that time. The purpose of the performance appraisal is for personal and professional development through the assessment of goals and performance. The annual appraisal also provides an opportunity to establish a clear understanding of any changing needs, expectation, concerns and set goals for the upcoming year.

**Benefits Include:**

- Parsonage
- Utilities
- Mileage
- Continuing Education
- Vacation

*SZLC is an equal opportunity employer.*