



Lead Pastor **Bethel Lutheran Church, Rochester, MN**

Purpose of Position: To proclaim the Gospel of Jesus Christ and to lead and provide direction for the comprehensive mission of Bethel Lutheran Congregation; has primary responsibility for leadership and direction of the church staff; works with the Church Council to develop and carry out the goals and mission of the congregation. Plans, organizes, directs, coordinates, and evaluates the programs and personnel that are necessary to carry out the mission of Bethel Lutheran Church.

With strong leadership from the Lead Pastor, Bethel Lutheran will have an effective collegial style of team ministry. There will be a clear sense of direction to the congregation's ministry and programming that is consistent with its mission and long-range plan. There will be a positive spirit in the congregation demonstrated by increased participation, giving and worship attendance. There will be clear and responsible partnership with the Southeastern Minnesota Synod as well as the Evangelical Lutheran Church in America.

The position reports to the Church Council, and provides leadership and direction to the Minister of Music, Business Administrator, Communication Director and Membership Coordinator. This pastor will help guide the work of the Church Council, Endowment Team, Stewardship Team, Finance Team, Personnel Team, Worship and Music Team, Communication Team (messaging), and welcoming new members to the congregation.

Qualifications:

Education: Undergraduate College Degree and Master of Divinity Degree with a background in Lutheran theology. *Previous experience in a multi-staff ministry is strongly preferred.*

Professional qualities:

A strong desire and ability to:

- Preach, teach and share God's Word and Sacraments in accordance with Lutheran Confessions
- Demonstrate leadership abilities pastorally and administratively
- Work collegially with members of the pastoral, program, and support staff team
- Evaluate congregational needs, develop programs, secure personnel, and communicate effectively with a large congregation as well as the broader community
- Connect and develop positive, dynamic relationships with congregation members
- Help people discover their gifts and use these gifts in ministry
- Represent Bethel with honesty, integrity, biblical morality, and be able to maintain confidentiality

Principal Duties and Responsibilities:

1. Leads, as well as participates in, the pastoral, program and support staff team, with staff meetings, devotions, planning sessions, etc. Responsible for management and direction of the pastoral, program and support staff as described in the personnel manual.
2. Shares the pastoral ministry at Bethel through pastoral support, preaching, liturgical leadership, teaching confirmation and adults, and conducting funerals, weddings, and baptisms. Participates in hospital and general parish visitation, nursing home visitation and other visitation as time permits.
3. Coordinates pastoral acts such as weddings, baptisms, communions and funerals. The Lead pastor will also prepare the schedule for preaching and liturgical leadership in worship to further Bethel's vision and mission.
4. Evaluates Pastoral staff, Business Administrator, Minister of Music, Communication Director, Membership Coordinator in setting and achieving personal and congregational goals. The Lead Pastor is evaluated by the Personnel Committee.
5. Coordinates communication between council, congregation, committees, task forces, auxiliaries,

pastoral, program and support staff and between the congregation and the community. Ensures that Bethel's programming is consistent with its mission.

6. Works with the Church Council in preparing agendas for council and congregational meetings, and directs the follow-through on all congregation and council decisions.
7. Serves as pastoral advisor to the Council and the following committees: Stewardship, Communications-messaging, Personnel, Worship and Music, Finance and Endowment.
8. Supervises and collaborates with the Business Administrator on all business and administrative matters.
9. Work with the Church Council to develop, articulate and implement a long-range plan for Bethel.
10. Plan and coordinate the worship and music ministry at Bethel by working collegially with the music staff, worship and music committee, staff and pastors.
11. Lead the Stewardship Committee and Church Council in challenging the congregation to more fully participate in the sharing of time and financial resources.
12. Represents Bethel by participating in conference activities, synodical meetings and community organizations.
13. Directs the official recording of all pastoral acts and the preparation of the annual statistical report to the ELCA. Provides oversight of Membership Welcome and Engagement through the work of the Membership Coordinator.
14. Completes other duties as assigned.
15. Knows how to work hard and have fun!

The responsibilities of the Lead Pastor may be changed at any time by mutual agreement of the Personnel Committee and the Lead Pastor and with approval of the Church Council.

08/2020