

Shepherd of the Valley Lutheran Church
Senior Pastor
Job Description

Our Vision: Shepherd of the Valley (SOTV) invites all people to experience the Welcome, Transformation, and Sending of Jesus Christ.

Our Mission: In community, we discover, grow, and live into our individual relationships with Jesus Christ. Four core ministries support this mission: Worship, Learn, Connect, and Care.

Purpose: The senior pastor leads the staff and congregation in living out its Vision and Mission. This pastor develops, interprets, and communicates God's call for SOTV through preaching, teaching, directing staff, offering encouragement, building community inside and outside the walls, and leading the administrative function of the congregation. The senior pastor will lead and collaborate with the pastoral staff to oversee the four core ministries of the mission.

Status: Full-time Call, Salary

Reports To: Council in service to the congregation

Minimum Qualifications:

- Ordained ELCA Pastor
- Successful completion of synod & congregational call process
- Satisfactory completion of background investigations as performed by synod and congregation
- Demonstrated excellence in preaching
- Demonstrated leadership and staff supervision experience
- Demonstrated operational and administrative leadership
- Ability to work with a diverse population of people and needs
- Effective communication skills
- Effective relationship building skills & team player

Expectations / Core Competencies

- Consistently practices discipleship, servant leadership and spiritual growth
- Cultivate and build effective relationships and community
- Through preaching and in other forums, is able to discuss, communicate and interpret biblical truth when applying scripture to life situations.
- Assumes and promotes positive intent in all interactions.
- Actively works to assess the health and effectiveness of existing ministries.
- Understands her/his leadership style and temperament type and adapts leadership behaviors to meet the needs of the situation.

Responsibilities:

A. Leadership: Administration

1. Executive Leadership Team – Collaborate with key staff to ensure the mission and ministry of the congregation are managed and executed with excellence
2. Staff Supervision of pastors, Director of Operations, Interim Project Manager of Vision Implementation.
 - a. Encourage, guide, support, and direct in ways consistent with the congregation's vision and strategy
 - b. Communicate regularly and provide meeting opportunities
 - c. Establish goal setting
 - d. Conduct annual performance reviews
3. Maintain a positive sense of community within the staff and the congregation
4. Partner with Council leadership and Advisory teams
 - a. Set monthly and annual meeting agendas
 - b. Manage issues as they arise
 - c. Set direction for the church and lead congregation
5. Finance
 - a. Collaborate on stewardship efforts
 - b. Manage capital campaigns and process
 - c. Collaborate to establish and manage budgets

6. Leadership Teams
 - a. General direction for leadership team creation and operation
 - b. Direct connection to the Stewardship Leadership Team
 - c. Lead 2-3 meetings per year when all teams come together
7. Communications
 - a. Represent SOTV to synod, other affiliated groups, and the surrounding community
 - b. Regular congregational communication through worship, newsletters, annual meetings, and other opportunities as they arise
 - c. Communicate regularly with staff in person, staff meetings, and through other opportunities as appropriate
8. Ministry
 - a. Guide pastoral staff meetings focused on ministry scheduling, programs, and development
 - b. Support lay leadership as needed
 - c. Ensure evaluation of programs on a periodic basis

B. Leadership: Ministry

1. Oversee all core areas of ministry
 - a. Collaborate with, Guide and support Associate Pastoral Staff
2. Lead Preacher
3. Collaborate with worship team
 - a. Promote and ensure transformational worship at all services
 - b. On-going evaluation, development, and implementation
 - c. Develop opportunities to build Christian community through worship
 - d. Bridge ministry opportunities through worship
4. Community and Organizational Affiliations
 - a. Participate with and/or oversight with Associate Pastoral staff to represent SOTV
 - i. For Example: Synod(s), ELCA at large, Boards, Local Community Networks, etc.
 - b. Evaluate and implement in community engagement
 - c. Present proposals for Council directive and approvals

C. Shared pastoral duties

1. Perform as an integral part of pastoral leadership team, providing leadership and support, as needed
2. Preach and lead worship (rotation)
 - a. Organ and piano-led worship
 - b. Band-led worship
 - c. Occasional worship (including Baptism)
3. Conduct weddings and funerals
 - a. Preparation work with couples and families
 - b. Collaborate with staff
 - c. Officiate and preach
4. Provide general pastoral care
 - a. Share in providing care for those in crisis and transitions
 - b. Consult with pastoral colleagues, parish nurse, care coordinator, and Care Pastor in planning and sharing care ministry
 - c. Provide care coverage one day weekly and serve on-call on a rotating basis with other pastoral staff
 - d. As needed, provide leadership and presence for congregational care programs
5. Teach
 - a. Share teaching responsibilities by collaborating with pastoral and program staff. Examples include:
 - i. Children, Youth, and Family Ministries (CYF)
 - ii. Baptism, New Member, and First Communion Classes
 - iii. Adult education opportunities