

CHARITY LUTHERAN CHURCH JOB DESCRIPTION

Job Title: Pastor
Reports To: Vision Council
FLSA Status: Full-time exempt
Date: October 17, 2023

“It was He who gave some to be apostles, some to be prophets, some to be evangelists, and some to be pastors and teachers, to prepare God’s people for works of service, so that the body of Christ may be built up until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ.” Ephesians 4:11-13

“Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age.” Matthew 28:19-20

SUMMARY

The Pastor will provide leadership to Charity Lutheran Church (Acts 20:28) and support its calling as a congregation affiliated with Lutheran Congregations in Mission for Christ, free in Christ, accountable to one another, and rooted in Scriptures and the Lutheran Confessions.

Through preaching, prayer, compassion, counseling and outreach, the Pastor will strive to create an environment that welcomes people, deepens their faith and leads them to Christ.

The Pastor will lead and shepherd the work of all staff and work cooperatively with them and Charity disciples to carry out the Mission and Core Ministries, as defined in the Constitution and Bylaws.

ESSENTIAL DUTIES AND RESPONSIBILITIES

Worship

- Have a passion to preach and teach the Word of God, and a passion to lead individuals into a personal relationship with Christ
- Administer the Sacraments, and conduct weddings, funerals, and baptisms
- Coordinate planning for worship services that foster a deeper relationship with Jesus Christ

Discipleship

- Support and encourage Charity disciples to be the hands and feet of Jesus Christ, helping build on their God-given gifts and, through the work of the Holy Spirit, equipping them to carry out the work of the church
- Encourage prayer as a priority inside and outside of church
- Provide Biblical counseling to individuals and families as needed; respond to crisis situations as necessary, making appropriate referrals when necessary; and work with ministry teams to provide general pastoral care, including home and hospital visits
- Promote, educate, and advocate responsible Biblical stewardship in the use of time, talents, and treasures
- Model true Christian integrity and established character (1 Timothy 3:2-7, Titus 1:6-9, Galatians 5:22-23), and have a fervent prayer life

- Participate in opportunities for spiritual and pastoral growth, including continuing education and sabbatical leave

Administration

- Support, mentor, encourage, and stimulate the creativity, growth, and development of staff and volunteers in equipping them to carry out the Core Ministries, while building on individual gifts and strengths
- Model leadership that encourages a spirit of respect, camaraderie, and cooperation among staff to actively engage in evangelism and discipleship (1 Peter 5:2-3)
- Supervise the church administrator and oversee financial and business matters, including adherence to the annual operating budget, along with staffing and personnel issues
- Attend staff meetings and Vision Council meetings and have oversight of annual staff evaluations
- Be accountable to the Vision Council and act as its ex officio advisor
- Represent Charity in the community, seeking opportunities to build relationships with other pastors and congregations; regularly attend denominational and other conferences and conventions and encourage other staff and congregation members to do likewise

EDUCATION, CERTIFICATES AND QUALIFICATIONS

- Be an ordained minister with a Master of Divinity Degree and certified with Lutheran Congregations in Mission for Christ

SELF-CARE

- Take time to model family life and personal life
- Take time for spiritual renewal through daily devotions, meditations and spiritual retreats
- Take time for continuing education and study

PHYSICAL DEMANDS

These physical demands are representative of those an employee needs to successfully perform the essential functions of this job. The employee is regularly required to use hands to finger, handle, or feel and reach with hands and arms. This job requires looking into a computer screen and reading both electronic and printed copy for extended lengths of time. The employee is regularly required to talk and hear. Must be able to lift 25 pounds unassisted and move objects 25 feet.

Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

WORK ENVIRONMENT

These work environment characteristics are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

The noise level in the work environment is usually moderate.

The above statements are intended to describe the general nature and level of work being performed. They are not intended to be construed as an exhaustive list of all responsibilities, duties, and skills required of employees.