



Southwestern Minnesota Synod
Evangelical Lutheran Church in America

Synod Minister *for* Equipping Congregation Leaders, Rostered Ministers, Youth, and Families

PURPOSE:

This ministry position will engage, equip, and serve rostered and lay leaders for the purpose of strengthening God's mission through the congregations and partners of this synod.

DESIRED OUTCOMES:

- The Synod Minister will connect congregations with rostered and non-rostered leaders.
- Youth and youth staff / advocates will be recognized, supported, affirmed, and equipped for leadership and service.
- Congregations will effectively minister to and with their youth.
- The Synod Minister will model and cultivate teamwork and collaboration.

RESPONSIBILITIES:

Conference Relationships & Connections:

- Serve as Synod Minister to five Conferences.
- Care for congregations and leaders in times of crisis.
- Nurture and cultivate healthy relationships with and among congregations and their leaders.
- Engage with collegial Conference and affinity networks.

Congregation Capacity:

- Equip leaders to cultivate life-giving congregations.
- Equip leaders to support youth programming and youth & family workers.
- Stimulate fellowship, proclamation, education, and service in the lives of our congregations.

Call Process:

- Provide orientation, education, transparency, encouragement, and assurances to congregation leadership in five conferences during leadership transitions.
- Prepare congregation leaders to complete the Ministry Site Profile through a process of prayer, study, assessment, and creativity.
- Work with online ministry sites, synod staff, and rostered leaders to identify new leadership and strengthen ministries.

TEAMS, NETWORKS, COMMITTEES, BOARDS:

- Convene, facilitate, and support the Lutheran Youth Organization (LYO) Board.
- Equip the LYO Board through the planning of Junior & Senior High Gatherings.
- Identify, advise, and support Youth Gathering Managers.
- Oversee the budget planning process and financial accountability of the LYO Board and Gatherings.
- Work with the Synod Nominating Committee to identify leaders according to strengths and skills.
- Support and work with teams of the Synod Assembly.

RELATIONSHIPS:

- Synod Minister is supervised by the bishop and supported by office staff.

CORE COMPETENCIES:

- Commitment to God's mission in Jesus Christ.
- Commitment to Lutheran theology and to the mission of the ELCA.
- Commitment to the interdependence of the expressions of this church in congregations, networks, synods, and the ELCA churchwide.
- Demonstrate a ministry of presence and show strong listening skills, compassion, humility, empathy, care, and respect for others.
- Commitment to maintain confidentiality, trust, and integrity.
- Commitment to youth and their faith formation and leadership.
- Knowledge and experience with youth, families, and young adults, and demonstrated ability to relate well to these age groups.
- Working familiarity with financial budgeting, recordkeeping, and reporting.
- Possess strong communication skills in writing and one-on-one and in groups.
- Demonstrated skills in preaching and worship leadership.
- Ability to read situations quickly and deal with issues and concerns directly.
- Demonstrate strong personal boundaries, emotional maturity, and the ability to maintain a non-anxious presence.
- Encourage others to engage their skills, cultivate the gifts of others, and actively engage others in leadership.
- Open to new ways of seeing and doing things.
- Attention to detail for processes and planning.
- Manage demanding schedules and preparation for numerous commitments.
- Engage with a team-style of working, creating strong morale, equity and inclusion, and a sense of belonging.
- Maintain consistent and high-level communication with synod staff, committees, and contacts.
- Possess a commitment to lifelong learning for professional growth.
- Affirm, encourage, pray for, and bless those this ministry embraces.

THIS POSITION REQUIRES:

- Membership in an ELCA congregation.
- A current RMP in the Evangelical Lutheran Church in America.
- Considerable experience in congregational ministry, including youth & family ministry.
- The ability to drive a vehicle in rural areas.
- The ability to operate a computer and working knowledge of computer processes.
- The ability to serve multiple evenings during the week and several weekends per month.

BENEFITS AND WELLNESS:

- Salary and vacation based on employee handbook, synod personnel policy, and guidelines for rostered ministers.
- Insurance benefits through Portico Benefit Services.
- Opportunity to work part-time from home.
- Continuing education, support, and networking opportunities
- Synod Minister is provided with a vehicle for business purposes.