



Southwestern Minnesota Synod
Evangelical Lutheran Church in America
God's work. Our hands.

Synod Minister/Engage Rostered Leaders

Southwestern Minnesota Synod - ELCA
Redwood Falls, MN 56288, 507-637-3904
www.swmnelca.org 8.7.21

Mission Statement

The congregations and all the baptized who are the Southwestern Minnesota Synod of the Evangelical Lutheran Church in America are claimed by this mission:

God places us in cities, farms and towns together under one prairie sky. The Risen Christ surprises us with opportunities to plant God's Word in the world. Walking together in confidence, we cultivate life-giving congregations, nurture partner ministries, and cooperate in the life of the ELCA. By God's grace, together we have what we need.

Purpose

This pastoral ministry position will share the love of Christ, engaging, equipping and serving rostered and lay leaders for the purpose of strengthening God's mission through the congregations and ministry partners of this synod.

Desired Outcomes

As a result of this ministry:

- † Lay people will experience training and preparation as they sense a new call to leadership in their congregations or to rostered ministry.
- † Those preparing for candidacy will be able to follow a clear pathway through theological education and on to ordination.
- † Rostered ministers, from first call onward, will have opportunities to be equipped and strengthened in their various ministry roles.

Responsibilities

Synod Minister

- † Serve as a synod minister to five conferences of the synod
- † Care for congregations, congregation leaders, and rostered leaders in times of illness and crisis
- † Communicate and engage with elected conference leadership
- † Identify the gifts of the people of this synod, invite their leadership, and build on these assets

Leadership Formation - Candidacy

- † Lead efforts to identify and encourage new leaders to enter the process of theological education and formation for rostered ministry
- † Guide and oversee the candidacy process for ministers of word and sacrament and ministers of word and service through the candidacy process of the ELCA
- † Support and provide formation opportunities for lay leaders who might serve in transitional and synodical-authorized ministries

Leadership Support: Rostered Ministers

- † Oversee the First Call Theological Education process for new rostered ministers
- † Support rostered ministers as they serve congregations, our partner ministries and the larger church.
- † Proactively provide support for leader health and wellness
- † Provide equipping for rostered ministers in the specific roles of solo, staff, associate, and senior pastor
- † Oversee planning and implementation of the annual theological conference

- † Develop a team of people who assist in pastoral care for rostered ministers
- † Provide staff support to leaders in outdoor, campus, chaplaincy, specialized ministries, and those who are retired

Call Process Leadership and Intake

- † Consult with the synod bishop and synod minister regarding candidates for call
- † Lead congregation leadership through the call process, from a pastor's departure, the interim process, and call of a new pastor.
- † Review or supervise the review of incoming Roster Leader Profiles and interested rostered persons

Sexual Misconduct Prevention and Ministry

- † Assist the bishop in the synod's ministry in sexual misconduct situations
- † Manage conflict situations relating to misconduct or other situations
- † Plan and sustain work to prevent misconduct and ensure child safety in our congregations

Synod Assembly Team

- † Serve as part of the Synod Assembly Planning Team

Board Work

- † Support the Engaging Rostered Leaders Board
- † Support the Servant Leadership Committee of the Synod Council
- † Serve as staff advisor for the Compensation Guidelines Committee

Relationships

The Synod Ministers are supervised by the bishop and together, identify annual goals which form the basis for an annual review. The synod's Personnel Committee meets periodically with staff members.

Core Competencies

- † commitment to God's mission in Jesus Christ
- † commitment to the interdependence of the expressions of this church in congregations, synods, and the ELCA churchwide
- † demonstrate a ministry of presence, and show compassion, empathy, care, and respect for others
- † commitment to maintain confidentiality, trust, and integrity
- † possess strong listening, written, verbal, preaching, and worship leadership skills
- † ability to read situations quickly and deal with issues and concerns directly
- † demonstrate strong personal boundaries, emotional maturity, and maintain a non-anxious presence
- † encourage others to engage their skills, call out 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 high 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

The position requires the ability to serve multiple evenings during the week, and several weekends each month

Benefits and Wellness

- † Salary and vacation based on Employee Handbook
- † Insurance benefits through Portico Benefit Services
- † Continuing education, support, and networking opportunities