



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

Synod Minister/Equip Congregation Leaders

Southwestern Minnesota Synod, ELCA
Redwood Falls, MN 56283
www.swmnelca.org

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 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:

- + The leaders of congregations will experience their gifts and talents recognized and utilized in meaningful ways.
- + The synod organization will function efficiently and effectively to serve and steward the synod's ministry.
- + Synod staff and congregation leaders experience the Synod Minister modeling teamwork and collaboration.

RESPONSIBILITIES:

Conference Relationships & Connections:

- + Serve as Synod Minister to five conferences.
- + Care for congregations, congregation leaders, and rostered leaders in times of crisis.
- + Nurture and cultivate collegial and trusting relationships with and among congregations and their leaders.

Congregation Capacity:

- + Equip leaders to cultivate life-giving congregations.
- + Catalyze networks of support and training for people who serve in congregation life.
- + Stimulate fellowship, proclamation, education, and service in the lives of our congregations, and partner ministries.
- + Develop teams to build up the work of our congregations.

Call Process:

- + Provide orientation, education, transparency, encouragement, and assurance to congregation leadership when a rostered leader resigns in the five conferences.
- + Equip congregation leaders to complete the Ministry Site Profile through a process of prayer, study, assessment, and creativity.
- + Work with ministry sites, synod staff, and rostered leaders to identify leadership and strengthen their mission and ministry.

Financial Life of Synod:

- + Work with Synod Treasurer, outsourced accounting service and Synod staff in developing and implementing financial controls and procedures, designing and preparing reports, preparation of the Synod's annual operating budget and training of staff involved in financial matters.

- + Work with Synod Treasurer, outsourced accounting service and Synod staff in coordinating delivery of requested support to the Synod's external audit firm.

TEAMS, NETWORKS, COMMITTEES, BOARDS:

- + Support and work with the Synod Endowment Committee.
- + Support and work with the Synod Council's Management & Mission Committee.
- + Oversee and support the Interim Ministers Network.
- + Support and work with teams of the Synod Assembly.
- + Work with the Synod Nominating Committee to identify leaders gifted with particular strengths and skills.
- + Oversee synod work in global mission to deepen congregation relationships with our companion and partner synod.

RELATIONSHIPS:

The Synod Ministers are supervised by the Bishop and supported by the Office Manager and Administrative Assistant. There is an annual conversation with members of the Synod Personnel Committee and the Synod Bishop.

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.
- + Working familiarity with financial budgeting, recordkeeping, and reporting.
- + Working familiarity with parliamentary procedures.
- + 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 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:

- + A current RMP in the Evangelical Lutheran Church of America.
- + Considerable experience in parish 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 each month.

BENEFITS & WELLNESS:

- + Salary and vacation based on Employee Handbook and Synod Compensation Guidelines for Rostered Ministers.
- + Insurance Benefits through Portico Benefits Services.
- + Continuing education, support and networking opportunities included.
- + Synod Minister is provided a vehicle for business purposes.