



Synod Minister: Engage Rostered Leaders

Southwestern Minnesota Synod - ELCA
Redwood Falls, MN 56288, 507-637-3904 – www.swmnelca.org
July 31, 2015

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.

Office Ministry Vision

We serve and steward the life of the synod to deepen the ministry and mission of the baptized, congregations, institutions and rostered leaders as we follow Jesus Christ in a way that is...authentic, available and affirming.

Desired Outcomes

As a result of this ministry...

- † Rostered leaders' gifts and talents are recognized, developed and utilized in meaningful ways.
- † Efficient and effective systems are implemented which allow for us to serve and steward the synod's mission and ministry.

Tasks and Innovations

Synodical Pastor

- † To serve as synodical pastor to several conferences of the synod.
- † To care for congregations, congregational leaders and rostered leaders in times of acute illness.
- † To shepherd conference leadership.
- † To treasure hunt for gifted people and encourage them to deepen their capacity.
- † To serve in interim orientation and nomination process.

Leadership Formation - Candidacy

- † To invite and call forth the next generation of rostered leaders to serve God's church.
- † To guide and oversee candidacy for ministers of word and sacrament and ministers of word and service through the candidacy process of the ELCA.

Leadership Support: Rostered Leaders

- † To oversee the First Call Theological Education program of the synod.
- † To support public servants of the Gospel as they serve congregations, our partner ministries and the larger church.
 - To do proactive work to help congregations and public servants stay healthy and vibrant.
- † To support and provide formation opportunities for lay leaders of the word and people who might serve in synodically authorized ministries.
- † To oversee the annual theological conference of the synod.
- † To work within our synod to develop our public voice, public action and our ability to engage in moral deliberation.
- † To develop teams of people who care for rostered leaders, are willing to speak or educate our staff team.
- † To work with the specialized ministries of our synod.

Call Process Leadership and Intake

- † To review or supervise the review of all incoming Roster Leader Profiles and interested rostered persons.



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Sexual Misconduct Prevention and Ministry

- † To become the synod's ministry specialist in sexual misconduct.
- † To develop people who might work to prevent misconduct and keep our children safe in our congregations.

Ecumenical Ministry

- † Serve as a liaison to the Minnesota Council of Churches and staff liaison to ecumenical events in our territory.

Synod Assembly Team

- † Support and develop the Synodical Worship Team.

Board Work

- † Support the Engaging Rostered Leaders Board.
- † Support the Servant Leadership Committee of the Synod Council.
- † To serve with and staff the Compensation Guidelines Committee.

Other

- † Other duties as assigned by bishop or as needed by the synod.

Relationships

The Synod Ministers are supervised by the Bishop. There is an annual conversation with members of the synod's Personnel Committee.

Qualities and Requirements

This ministry team will share the love of Christ, engaging, equipping and serving the rostered leaders and lay leaders of the synod to deepen the mission and ministry of Christ Jesus in the congregations and institutions of our synod. We will...

- † share a commitment to Jesus Christ as the Lord of the Church.
- † maintain in all matters office confidentiality and deal with issues and concerns directly with those involved.
- † work to deepen understanding of the mission and structure of the ELCA and its local, synodical, regional, and churchwide expressions.
- † be open to new ways of seeing and doing things and open to training in organizational, technical and communication systems.
- † arrive on time for work and meetings, being well prepared to address the issues at hand.
- † speak well of each other, to build up the body of Christ exhibiting a professional work ethic and positive attitude.
- † commit to ongoing personal and professional growth.
- † support a cooperative style of working honoring each other's working style.
- † maintain a cooperative working relationship with synod staff, committees and contacts. Appreciate and affirm each other's gifts.
- † participate annually in continuing education for vocational and personal growth.
- † affirm, encourage, pray for, and bless one another and the ministries each represents.

The position requires the ability to serve multiple evenings and weekends during the year.

Benefits and Wellness

- † Salary and vacation based on Personnel Handbook.
- † Insurance benefits through Portico Benefit Services.
- † Annual ministry reviews.
- † Continuing education, support, and networking (as defined with supervisor at review times).



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Submit Letter of Introduction and Rostered Leader Profile or Resume if a Lay Person by August 28, 2015

Rough Timeline –

Applications submitted by August 28

Interviews

Week of September 13 and 20

Second Interviews

Week of October 4 and 11

October 18 – Call Extended – Synod Council Action (30 day notice)

If search fails – identify interim

Mid to Late November – New Staff in office

November 29 – Key week for Candidacy hand-off

December 13 – Pr. Joyce Piper concludes service