

Job description of new Pastor of Vermont Lutheran Church 2023

Overview

The Pastor of any congregation is the Shepard that leads the spiritual development and needs of the entire congregation. The Pastor ultimately creates or nurtures the Direction, Vision, Will and Belief that brings all members into the flock to participate and make Vermont Lutheran Church everything it can possibly be, growing and meeting the spiritual needs of our faith community. (Our Pastor is the General Manager of all aspects of effectively developing and running the Congregation).

Essential Skills

Leads the spiritual development needs of all members of all ages understanding their diverse backgrounds, personal beliefs, values and personalities, displaying a high degree of Empathy and Relationship developing skills. This requires a deep love for people.

Exhibits well developed Speaking and Communication skills. The most visible skill is knowing scripture thoroughly and presenting lessons relevant to a diverse membership living their lives in today's current world order.

Knows the audience and is effective in helping people grow their religious faith and live their lives more like Jesus taught.

Knows how people learn and how to get their attention and hold it. Sermons are well prepared, relevant, interesting and entertaining to reach people addressing their fears, inadequacies, challenges, hurts, hopes, joys, etc. Sermons offer solutions and inspire people to remember the messages and put them into action in their personal lives.

Oversees all church services and structures all aspects of the services for maximum participation by all in attendance and makes sure Assistant ministers, Ushers, Communion preparation are in place. Ensures music/hymn presentation enables full participation of all in attendance to be able to sing along, both skilled and unskilled.

Other characteristics and skills

Capable as Counselor, Coach and Teacher. Asks questions, listens, evaluates, understands and responds effectively to needs of members.

Able to attract, grow and retain membership.

Handles financial aspects and administers budgets.

Manages projects, calendars and timelines.

Able to delegate responsibility to others.

Acts as a Team member working/coordinating with committees and council. Team builder.

Acts as a Problem Preventer 1st and Problem solver when required. Conflict resolution skills when needed.

Is a decisive Decision maker.

Developer of Youth religious education program and administration.

Relishes Pastoral Care: Visiting and administering to the spiritual needs of the home bound and ill members of the congregation.

Leads memorable Baptisms, Funerals, and Weddings etc.

Promotes Outreach and Mission.

Develops and conducts Bible study.

Is Patient, Trustworthy and Discreet.

Has a Strong work ethic.

Is a positive thinker and has an optimistic outlook.

Exhibits flexibility to change and conditions.

Has a warm personality that people respond to, recognizes people and empowers them

Ability to emotionally engage people both publicly and privately.

Has ability to effectively use computer technologies, web sites, social media, etc.

Learns and practices Vermont Lutheran Church Constitution and Bylaws