

## **All Saints Evangelical Lutheran Church**

### **~ Lead Pastor Ministry Description ~**

The Lead Pastor is called to lead and equip the congregation to accomplish successfully the ministry and mission of the All Saints Lutheran Church. To that end, the congregation expects the Lead Pastor to be the primary person to:

- Preach and teach the gospel of Jesus Christ, effectively communicating how it relates to the purpose, mission, vision and values of the congregation;
- Identify possibilities and directions for future growth in fulfillment of the mission and vision of All Saints, and communicate that vision in such ways that the congregation is motivated to accomplish it; and
- Oversee the administration of All Saints, ensuring that the ministries and operation of the church, including its pre-school, are accomplished.

The Lead Pastor is accountable to the congregation, through the Church Council, for the following:

1. Create an environment conducive for worship, study and fellowship
  - Lead worship at the worship services of the congregation
  - Evaluate and plan for existing worship services in conjunction with music staff and related committees
  - Determine the need for and implement adding, modifying or deleting worship services and programs as appropriate
  - Create and maintain a worship experience that is consistent with Lutheran tradition and the culture of the congregation
  - Encourage the development of a broad learning ministry that addresses the spiritual needs of the congregation and the community
  - Promote alternative methods of worship, learning and fellowship that will speak to all generations
  - Promote and be a presence in the middle school and high school youth programs
2. Implement visions and goals into concrete action plans
  - Develop intentional, proactive ministry plans based on congregational needs, demographics, or other pertinent information
  - Develop and implement plans to encourage increased involvement, support and spirituality from both inactive and active members
  - Effectively and consistently communicate visions and plans to the congregation and Church Council
  - Conduct regular staff planning meetings that promote the vision of the church
3. Provide for the effective and efficient administration of All Saints through a collegial and professional approach to staff and volunteers
  - Mentor and encourage teamwork and professional growth in staff and volunteer leaders

- Oversee the recruiting and training of lay staff
  - Supervise the plans, progress and effectiveness of rostered and lay staff and provide for regular evaluation of them
  - Provide for the development of lay leadership
  - Participate in the pre-school board
4. Manage the congregation's financial resources
- Encourage growth in the congregation's stewardship
  - Aid in preparing the annual budget in consultation with appropriate staff and lay leaders
  - Control total expenditures to be in accord with income
5. Conduct pastoral acts
- Officiate at baptisms, weddings and funerals, and provide hospital and crisis ministry to those in need, but delegate to, and oversee the use of, associate pastors and trained lay ministers whenever possible