

Position Authorization

AUGUSTANA LUTHERAN CHURCH

Position Title: Senior Pastor

Position Summary: As one called to the holy office, the Senior Pastor preaches and teaches the Word of God, conducts public worship, administers the sacraments, provides pastoral care and leadership, leads and administers the work of the congregation in celebration with the congregation council, and performs all duties of the Gospel Ministry in accordance with the confession and order of the Evangelical Lutheran Church of America.

Major Responsibilities:

- Assumes primary responsibility for the Work and Sacrament Ministry.
- Leads the planning of the total worship ministry of the congregation and coordination of all pastoral action.
- Assumes, as Chief Executive Officer of the Congregation, the responsibility for assuring that the functions of pastoral leadership, pastoral care, and congregational management are carried out.
- Provides coordination and leadership for the ministries of the congregation so that its mission is fully supported.
- Creates and provides an environment in which the mission and vision of the congregation are articulated and carried out.
- Assures that the congregation participates in Synod, Church-wide and ecumenical partnerships.
- Participates in the teaching and visitation ministries.
- Supervises and evaluates professional staff assigned to Senior Pastor and participates as advisor in other evaluations.
- Assumes responsibility for regular staff meetings and staff morale.

Knowledge/Skill/Abilities:

- Demonstrated leadership abilities that will provide an enabling environment to staff partnership and the congregation-at-large.

Qualification Requirements:

- Meets the education and ordination requirements of the Evangelical Lutheran Church of America.
- A minimum of ten years experience in active pastoral ministry, preferably in a congregational and staff team situation.

Physical Requirements:

- Ability to communicate effectively with a large group of people.

Responsible to and Supporting Relationships:

- Reports to the Congregation through the Congregation Council.
- Works closely with Church Council, and Executive, Personnel, Nominating, Worship, and Stewardship Committees.
- Serves ex-officio to all committees and task forces.

POSITION DESCRIPTION
PASTOR
AUGUSTANA LUTHERAN CHURCH
(Adopted Congregation Council, September 18, 2012)

Position Summary

As one called to that holy office, the Pastor preaches and teaches the Word of God, conducts public worship, administers the sacraments, provides pastoral care, leads and administers the “growing of disciples,” and performs all duties of the Gospel Ministry, in accordance with the confession and order of the Evangelical Lutheran Church in America. The Pastor is accountable to the congregation through the Senior Pastor.

Major Responsibilities

- Participate fully in the word and sacrament and pastoral care ministries, including worship planning, pastoral acts, teaching, visitation, and pastoral care of and with the congregation and the staff care team.
- Provide direction, administration, training, coordination and leadership for the development of various ministries that grow disciples through, for example, small group ministries and training classes.
- Supervise and evaluate designated professional staff and assume other staff-related responsibilities as assigned.
- This position is authorized as full time.

Knowledge/Skill/Abilities

- Demonstrate emotional maturity.
- Emotional, theological and ministry compatibility with the congregation and the Senior Pastor.
- Demonstrated leadership and entrepreneurial abilities that will provide for “disciple growing.”
- Demonstrated ability as a strategist who can imagine, organize, and oversee programs.
- Demonstrated ability in the coordination of staff.
- Skills that support word and sacrament ministry.

Qualifications:

- .Ordained Pastor, Rostered in the Rocky Mountain Synod of the E.L.C.A.
- Ability to communicate effectively in written and oral form.
- Ability to relate effectively to a wide variety of people.

Physical requirements:

- Ability to travel to a wide variety of places in a wide variety of situations to provide pastoral care.
- Ability to communicate with people individually and in small and large groups.

Responsible to and Supporting Relationships:

- Reports to Senior Pastor.

Position Authorization

AUGUSTANA LUTHERAN CHURCH

Position Title: Finance Administrator

Position Summary: The Finance Administrator is the steward of financial resources of the church and directs the management of the church office and Memorial Garden contracts.

Major Responsibilities:

- Maintains accounts payable, accounts receivable, and journal entries for general church operations.
- Records cash receipts, deposits of offerings and gifts received.
- Prepares and maintains financial statements and records, including bank reconciliations.
- Prepares, reviews, and administers budget materials in collaboration with the Finance Support Committee (subject to review and approval by Church Council).
- Oversees the preparation, processing, and filing of quarterly taxes and forms for church staff and Early Learning Center staff.
- Distributes monthly financial statements to the Financial Support Committee and Church Council via the Church Treasurer.
- Manages insurance coverage related to Augustana Lutheran Church.
- Attends and contributes to Executive Committee meetings when warranted or requested.
- Maintains membership contributions and reports.
- Assumes responsibility for all record keeping regarding Personnel, administration of employee benefit programs, and other Human Resource issues.
- Maintains documentation of policies, guidelines, and procedures for Finance Administrator position.
- Maintains information technology system.
- Provides software support for telephone and alarm systems.
- Administrates Memorial Garden contracts.
- Performs other duties as assigned.

Knowledge/Skills/Abilities:

- Computer literate, with proficient experience in MS Office applications, or similar software suites.
- A track record indicating the sound management of other employees.
- Knowledgeable of basic accounting principles and practices, specifically G.A.A.P.
- Excellent interpersonal communication skills.
- Professional presentation.
- Ability to maintain confidentiality.
- Flexible and willing to adjust daily priorities.

Physical Requirements:

- Ability to use a keyboard, mouse, computer monitor, and other standard office equipment.
- Ability to lift 5 pounds above the shoulders, or other abilities as may be necessary to perform general office tasks such as filing.
- Ability to travel locally for meetings.
- Ability to communicate clearly.

Qualifications:

- Bachelor's degree in business with emphasis in finance or accounting or comparable experience.
- 5 years experience in accounting or related field.

Responsible to and Supporting Relationships:

- Reports to Senior Pastor
- Supervises Publications Administrator, Administrator of Volunteer Ministry & Building Use, and Building & Property Manager.
- Works with Treasurer and Finance Support Committee.

Position Authorization

AUGUSTANA LUTHERAN CHURCH

Position Title: Publications Administrator

Position Summary: The Publications Administrator is responsible for designing and producing printed and electronic church communications, including the weekly e-mail, the website, Sunday bulletins, monthly newsletters, brochures, flyers, posters, ads and other printed items.

Major Responsibilities:

- Creates, prints, and assembles Sunday, festival, and memorial bulletins.
- Designs, does layout, prints, assembles, prepares, and mails the monthly newsletter.
- Formats and produces other printed items as needed by the staff and congregation committee members (e.g. flyers, brochures, inserts, programs, funeral bulletins).
- Sends out the weekly e-mail, the Augustana e-Pistle.
- Maintains Augustana's website and digital signage.
- Originates and places advertising.
- Maintains required inventory of supplies needed for publications (e.g. ink, paper, toner), maintains accurate postage accounts, and orders requested office supplies.
- Provides backup on phones and receptionist duties as necessary.
- Performs other duties as required.

Knowledge/Skills/Abilities:

- Knowledge of current office software and operating systems and proficiency in graphic design programs such as Microsoft Publisher, InDesign, PhotoShop, and Dreamweaver.
- Knowledge of digital camera and scanner.
- Able to create attractive layouts for various publications (e.g. newsletters, brochures, posters).
- Knowledge of layout tools, logos, artwork, and digital photography to enhance the professional appearance of printed items.
- Knowledge of office equipment such as postage meter, copier, folder, and digital duplicator.
- Excellent grammar, spelling, and editing skills.
- Good people skills, including positive interactions with staff, volunteers, church members and the public.
- Works well under pressure and maintains a professional and cooperative manner.
- Respects and complies with copyright laws.
- Self motivated, self started.

Qualification Requirements:

- Bachelor's degree in relevant discipline (e.g. Graphic Design, Journalism, English) or equivalent experience.
- Two years experience in publications activities.

Physical Requirements:

- Ability to manipulate a computer key board, mouse, monitor and other abilities as may be necessary to perform general office tasks such as filing.
- Ability to communicate effectively with others.
- Ability to lift a maximum of 30 pounds.

Responsible to and Supporting Relationships:

- Reports directly to Finance Administrator.
- Works closely with other office administrators, program directors, Pastoral staff, ministry leaders, members, and visitors to the church.

Position Authorization

AUGUSTANA LUTHERAN CHURCH

Position Title: Administrator of Volunteer Ministry & Building Use

Position Summary: The administration responsibilities of this position include front desk reception, support for church staff, building use contracts for inside and outside groups and volunteer ministry.

Major Responsibilities:

- Welcomes members and visitors to the Church in a business-like, cordial manner.
- Provides administrative support to staff, including phone call management and ministry mailings.
- Administrates building use contracts for weddings and outside groups per policy.
- Administrates volunteer ministry including the support of ministry leaders, the recruiting, training and honoring of volunteers, and maintaining corresponding schedules and databases.
- Administrates Augustana's Assistance Program per policy.
- Performs other related duties as assigned

Knowledge/Skills/Abilities:

- A self-starter with excellent organizational skills and the ability to multi-task effectively.
- Strong attention to detail.
- Proficient in interpersonal skills and relationship building.
- Intermediate or advanced knowledge and use of Microsoft Office & Outlook, and the ability to quickly learn new software programs involving word processing and database management.
- Excellent written and verbal skills
- Discrete in matters of confidentiality.
- Experience with group management (congregation experience a plus).
- Ability to work effectively with individuals and groups.

Qualifications:

- High School diploma (some college preferred).
- Three of four years experience in office administration.
- Group and individual management experience.

Physical Requirements:

- Hand dexterity for typing and computer mouse.
- 75% sitting.
- 25% walking or standing.
- Some lifting (boxes of paper, etc., up to 35 pounds)

Responsible to and Supporting Relationships:

- Reports to Finance Administrator.
- Works closely with staff.

Note: 40 hour flexible work week to include Sunday mornings.



Children's and Family Minister Position

Augustana Lutheran Church in Denver is seeking a full-time Children's and Family Minister.

Believing that the Holy Spirit creates and nourishes faith in individuals of all ages, the congregation's vision includes a dynamic Children's and Family Ministry that attends to Christian faith formation and faith practices from baptism to adulthood through a household-based and congregation-supported ministry.

Desired Outcomes:

- Faith formation becomes the responsibility and delight of families and households, regardless of composition, and all others included in the circle called family.
- Children are valued as a vitally important part of the body of Christ.
- Families live and regularly celebrate the promises made at baptism.
- Families mark and honor milestones, recognizing the presence of Christ in the midst of each event. Milestones include birth, baptism, entering and graduating from various schools, confirmation, and others to be developed. Further, we desire to honor these same milestones in the lives of our neighbors, friends and community.
- Parents and caregivers are nurtured in their Christian spirituality through cross-generational worship, learning and friendships, from which all generations learn from each other.

Major Responsibilities:

With Children in the Congregation –

- Articulates vision, instills confidence, and designs and implements programs that support age-appropriate faith formation.
- Oversees selection of curricula for the Sunday School program, recruits and prepares educators, and coordinates this program in a manner that draws on resources of all generations. Performs the same functions for programs and activities during school vacations, evenings, and times beyond Sunday morning.

In Homes and Households –

- Equips households to be the central location for Christian faith formation and faith practices through resources and opportunities such as faith family nights, household Bible studies and readings, storytelling, prayer, parent learning and support groups.

In the Congregation –

- Seeks ways to keep the worship of the congregation child and family friendly.
- Works with congregation and staff to bless and honor various milestones in the lives of children in public worship and other gatherings.
- Provides opportunities for parents and caregivers to nourish their own passionate spirituality.

Relationships:

- Is accountable to the Senior Pastor.
- Works closely with the Pastoral Care Team raising awareness of concerns and celebrations in children's and families' lives, and sharing in the pastoral care of children and their families.
- Collaborates and coordinates ministry with Children's Music Ministry and the Augustana Early Learning Center.
- Recruits, trains, and collaborates with leaders who assist in all areas of the position's major responsibilities.
- Works as an integral part of the congregation's entire staff team.
- Draws on members of the congregation to identify, strategize, and achieve stated goals.
- Builds personal relationships in the congregation through effective relational skills.
- Is visible and known to the congregation as a whole.

Qualities, Knowledge, and Skills:

- Demonstrates commitment to Jesus Christ, articulates a theology and values that are in harmony with biblical witness, and speaks and leads from an authentic, growing faith.
- Able to interpret and apply Lutheran theology.
- Articulates a coherent understanding of child development, family systems, and cultural diversity.
- Demonstrates broad-based knowledge of effective approaches to teaching and learning.
- Exhibits executive skills such as self-direction, strategic thinking, and effective organization toward goal attainment while seeking to share and "give away" ministry in the whole congregation.
- Displays excellent oral and written communication skills.
- Exhibits other professional behaviors such as a sound work and Sabbath ethic, confidentiality, punctuality, directness and responsibility in dealings with people, and pursuit of professional growth.

Educational Requirements:

- Bachelor's degree required. Formal educational preparation in family ministry preferred.

Position Authorization

AUGUSTANA LUTHERAN CHURCH

Position Title: Evangelist, Specializing in Senior Ministry

Position Summary: Working within the mission of Augustana Lutheran Church to reach out and invite all discipleship of Jesus Christ. The position of evangelism specializing in Senior Ministry provides strategic and administrative leadership in ministering to seniors and also helps to facilitate intergenerational communication while sharing in the pastoral care of members and friends of the congregation.

Major Responsibilities:

Evangelism

- Leads and coordinates outreach to guests and friends of the congregation and oversees the process by which persons become members of Augustana Lutheran Church.
- Seeks to develop the discipleship of new members in ways that will identify gifts, provides specific training in discipleship and deepen relationships with others in the congregation.
- Develops and administers protocol for the congregation's outreach to inactive members.
- Leads the congregation in developing relationships with persons in our immediate mission territory including providing opportunities for members and neighbors to come to know each other.
- Assists in public worship as requested by the pastors.
- Develops and administers leadership teams of Augustana members in the direction of these goals.

Pastoral Care

- Shares responsibility with the Pastoral Care Team for care of members and friends of the congregation, including visitation at home, hospital, and care facilities and contact with persons at the time of important life events.
- Leads and coordinates home-centered communion distribution and flower delivery to the sick.

Senior Ministry

- Leads and coordinates the Senior Ministry of the congregation, such as Senior Luncheon, Senior Ministry Committee, and other customary senior events.
- Develops and invites seniors into active ministry and outreach.
- Develops and administers leadership teams in the direction of these goals.

Other Duties

- Performs other duties as assigned.

Knowledge/Skills/Abilities:

- Demonstrated ability to connect many generations in ministry together.
- Ability to strategize, plan, and implement.
- Ability to organize, delegate, monitor and evaluate ministry.
- Good organizational skills.
- Ability to work effectively with the congregation's computer system.

Qualifications:

- Baccalaureate degree and /or a strong background and experience in Evangelism and Senior Ministry.
- Ministry practice consistent with Lutheran theology and experience.
- A minimum of five years experience in parish ministry or its equivalent.

Physical Requirements:

- Ability to independently make visits to members and prospective members of the congregation.
- Ability to communicate with others effectively on the telephone and in person.

Responsible to and Supporting Relationships:

- Reports directly to Sr. Pastor.
- Works closely with other staff members, lay ministry leaders, and members and visitors to the church.

Position Authorization

AUGUSTANA LUTHERAN CHURCH

Position Title: Minister of Music and Organist

Position Summary: The Minister of Music and Organist will coordinate Augustana's music ministry in proclaiming the Gospel through music. The priority of this ministry is to invite musicians, congregation, and the outside community to experience the Holy Spirit, and to join in Christian community. The Music Ministry works with all ministries of Augustana Lutheran Church for the spiritual development of the congregation.

Major Responsibilities:

Evangelism

- Coordinates and/or leads all ensembles in following a common mission and vision
- Works with all other ministries to promote commonly-defined mission goals
- Enhances community awareness of Augustana and helps develop collaborations with other churches and the greater community

Music Ministry

- Provides leadership and resources for worship and parish life relating to organ and other keyboard instruments, to include performance and programs that will enhance Augustana's outreach and evangelism efforts
- Recruits, trains, and supports leaders and participants for Augustana's various musical ensembles
- Develops, assists, and conducts all music ensembles as needed
- Programs special music services and events (e.g., Easter, Christmas concert, Good Friday)
- Partners with Pastoral Staff, Worship Committee, and music personnel in worship planning
- Serves as a voting member on the Augustana Arts Board, representing the interests of Augustana Lutheran Church
- Shares responsibility with the Pastoral Care Team for pastoral care of members, especially those involved in music ensembles, including personal contact as appropriate
- Provide musical resources and play for weddings, funerals, and other special services
- Performs other duties as assigned

Knowledge/Skills/Abilities:

- Knowledge and appreciation of Lutheran liturgical arts and practices
- Excellent keyboard skills in a variety of appropriate musical instruments
- Proficiency in conducting
- Ability to convey personal faith to others
- Excellent interpersonal skills
- Proficient music performance skills
- Proficient computer skills, data management, internet and email competency

Qualification Requirements:

- Master's degree in Music
- 5 to 10 years experience as Music Director in comparably sized congregation or choral program
- Experience in budget and personnel management
- Possesses appropriate professional standing and leadership experience

Physical Requirements:

- Ability to conduct a two-hour rehearsal
- Ability to prepare worship and rehearsal space

Accountable Relationships:

- Reports to Senior Pastor
- Works closely with music personnel, both volunteer and paid staff
- Collaborates with other ministries in common mission

Position Authorization

AUGUSTANA LUTHERAN CHURCH

Position Title: Building and Grounds Manager

Position Summary: The Building and Grounds Manager is charged with the overall cleaning, maintenance, and upkeep of the facilities, provides services for the memorial garden, supervises the maintenance of facilities and custodial staff, and prepares for all activities of the church including scheduled meetings and worship.

Major Responsibilities:

- Provides for the cleaning and maintenance of the church property/facilities.
- Ensures that the areas of the building and the worship centers are prepared and presentable before and after worship services and activities of the parish.
- Meets with the vendors of cleaning supplies, paper products and other supplies for the buildings use as needed.
- Assists with snow clearing as needed.
- Ensures the opening and closing of facilities during the week as well as Sunday with preparation for worship and classes.
- Assists in general flow of events, worship, and activities in the church.
- Manages the alarm system. (Assures that the security alarm system is properly maintained, operates effectively, and is set as required).
- Telephone system maintenance and key system management (hardware systems). Maintains the hardware for telephone and key systems.
- Manages security system hardware.
- Manages mechanical building assessment system.
- Maintains outside grounds.
- Performs other duties as required.

Knowledge/Skills/Abilities:

- Flexibility and ability to adapt.
- Ability to work with people in a positive, cooperative manner.
- Ability to work independently to assess needs and requirements and adapt schedule accordingly.
- Possess organizational skills with a keen ability to prioritize.
- Demonstrated knowledge and skill in cleaning and maintenance of facilities.

Qualifications:

- High school diploma or equivalent.
- 5 years experience in building maintenance.

Physical Requirements:

- Ability to lift a minimum of 150 pounds.
- Ability to move around without restriction, including climbing stairs and ladders.

Responsible to and Supporting Relationships:

- Reports to Finance Administrator.
- Works closely with Property Committee.

Position Authorization

AUGUSTANA LUTHERAN CHURCH

Position Title: Part Time Custodian/Janitor

Position Summary: The Part-Time Custodian is charged with cleaning, maintenance, and upkeep of church facilities and grounds and the preparation of the building for all activities and events in the church.

Major Responsibilities:

- Provide for the cleaning and maintenance of the church building, including vacuuming, dusting, mopping, window cleaning, and floor buffing and waxing as needed.
- Open and lock the building as needed and ensure that all area of the building and worship centers are prepared and presentable.
- Order cleaning, paper products, and other supplies for the building use as needed.
- Assist with snow clearing as needed and other duties as requested by the Building and Grounds Manager.
- Assist in enabling a positive general flow of events, worship and activities in the church.

Knowledge/Skills/Abilities:

- Flexibility in time management.
- Ability to work with people in a positive, cooperative manner.
- A self starter who is able to see what needs to be done and adapt the work schedule accordingly.
- Knowledge and skill in cleaning and maintenance of facilities and grounds.
- Ability to do heavy lifting on a routine basis.

Qualification Requirements:

- High School degree or equivalent.
- 3-5 years experience.

Physical Requirement:

- Ability to lift a minimum of 150 pounds.
- Ability to move around without restrictions, including climbing stair and ladders.

Position Authorization

AUGUSTANA LUTHERAN CHURCH

Position Title: Faith Community Nurse

Position Summary: The Parish Nurse is responsible for planning and coordinating health ministry within the congregation and the community it serves by fostering health promotion, healing, and caring. The goal of the health ministry is to assist individuals, groups, and communities move toward wholeness in spirit, body, and mind.

Major Responsibilities:

- Responsible to health-related concerns of parishioners referred to by individuals, families, and church staff by making visits to home, hospital, and other health institutions to evaluate needs, provide support, and assist in making plans for continuous care.
- Provides or coordinates health promotion and health education activities across the life span highlighting relationships among lifestyle, faith, and well being.
- Integrate faith and health in providing individual health counseling and offering support groups.
- Refers individuals and families to appropriate community resources.
- Conducts and documents critical elements of professional practice in compliance with state regulatory agencies and scope standards for parish nursing.
- Recruit, coordinate, and prepare licensed and unlicensed volunteers to assist in carrying out health ministry initiatives.
- Promote the advancement of parish nursing through consultation, mentorship, and participation in professional organizations.
- Acts as a resource for the Augustana Early Learning center by consulting with the Director on a monthly basis, partnering to offer seminars for parents, and other duties as negotiated.

Knowledge/Skills/Abilities:

- Demonstrates broad-based clinical knowledge of health and illness.
- Expertise in community health, family dynamics, principles of wellness, and care management.
- Committed to professional growth and development.
- Concerned with the development and well being of all age groups.
- Spiritual maturity in personal faith journey and active church member.
- Excellent verbal and written communication skills.
- Proficient in computer applications and Internet usage.
- Ability to problem solve objectively and independently.
- Familiarity with end-of-life and health insurance issues.
- Demonstrates energy, excitement, and passion for health ministry.
- Exhibits creativity and flexibility.

Qualifications:

- Registered nurse, currently licensed in the State of Colorado.
- Minimum baccalaureate degree in nursing; master's degree preferred.
- Minimum 5 years of nursing experience.
- Maintains professional liability insurance policy.
- Understands and agrees to comply with the American Nurses Association's *Faith Community Nursing: Scope and Standard for Practice (2005)*.
- Education/experiential background in parish nursing desirable.

Physical Requirements: To perform the essential functions of this position, an individual must meet these minimum physical requirements.¹

- Climbing stairs. Ascending and descending stairs to gain access to a building or to move from one floor to another.
- Fingering. Working primarily with fingers rather than whole hand or arm (e.g. typing, touching, and other fine motor skills).
- Grasping. Applying pressure and strength to an object with fingers and palm, often used with intent to stabilize or move an object.
- Hearing. Ability to detect specific sounds required by clinical practice (e.g. auscultations); hears well enough to understand normal conversations.
- Lifting and carrying a light load. Raising an object weighting up to 20 pounds from a lower to a higher position or physically transporting such items from one location to another.
- Repetitive hand motion. Movements of the wrist, hands and fingers for sustained periods of time (e.g. working at personal computer; hand writing forms).
- Sitting and standing. Ability to sit and stand for periods up to one hour in duration.
- Visual acuity. Ability to see and read computer screens and medical screening devices; ability to read normal type-size print.
- Walking. Moving about in foot for periods of at least 15 minutes while gaining reasonable distance without significant distress.

¹ Auxiliary devices (e.g. audio-amplification systems, visual correction aides, walking canes) may be used when performing these physical requirements.

Position Authorization

AUGUSTANA LUTHERAN CHURCH

Position Title: Associate Pastor

Position Summary: The Associate Pastor preaches and teaches the Work of God, conducts public worship, administers sacraments, provides pastoral care, provides leadership to several committees of the congregation council, and is a leader in community outreach for the congregation.

Major Responsibilities:

- Participates, at the direction of the Senior Pastor, in the pastoral care ministry including worship planning, pastoral acts, teaching, visitation, pastoral care of and with the congregational staff care team, and provides leadership with Confirmation classes.
- Provides direction, administration, training coordination, and leadership to the Life Long Learning, and Social Ministry Committees, assuring that the publicity and programs are carried out.
- Participates in Vision and Mission strategy groups.
- Participates in the Global Mission Committee.
- Provides leadership in outreach and community relations to the neighborhoods surrounding Augustana, including relations with the other Christian churches and interfaith relations with our Islamic and Jewish neighbors.
- Provides leadership in the implementation of small group and relational ministries.
- Oversees the content, planning and implementation of Augustana's website strategy.
- Attends staff meetings and council meetings.
- Assumes responsibility for his/her own assigned days on call.
- Performs other duties as assigned.

Knowledge/Skills/Abilities:

- Demonstrates emotional maturity.
- Demonstrates theological and Ministry compatibility with the congregation and senior pastor.
- Skills that support word and sacrament ministry.

Qualifications:

- Experience in pastoral ministry.
- Ordained Pastor, Rostered in the Rocky Mountain Synod of the E.L.C.A.
- Ability to communicate effectively in written and oral form.
- Ability to relate effectively to a wide variety of people.

Physical requirements:

- Ability to travel to a wide variety of places in a wide variety of situations to provide pastoral care.
- Ability to communicate with people individually and in small and large groups.

Responsible to and Supporting Relationships:

- Reports to Senior Pastor.