

Morningside Lutheran Church
700 S. Martha, Sioux City, IA 51106
Council approved 4/11/2011

Morningside Lutheran's Mission: To bring people into a relationship with Jesus Christ, which results in changing lives and a commitment to follow His example.

Job Description: SENIOR PASTOR
(Status: Exempt Employee)

General Purpose: The Senior Pastor is the chief shepherd of the Congregation under the great Good Shepherd who is Jesus Christ. He is to feed and lead the flocks of God in this church. He will guide, assist and oversee co-workers in the church's ministry. The Senior Pastor shall promote the mission of MLC and shall help people to grow in faith through the responsibilities of this position.

Accountability: To the Congregation of Morningside Lutheran Church and to the Church Council.

Responsibilities:

1. Preach and teach the Word of God and administer the Sacraments. This will include planning and developing the worship programs of the church. The Senior Pastor will preach at approximately $\frac{3}{4}$ of regularly scheduled services of worship. When not preaching, he is encouraged to visit other congregations.
2. Provide vision, guidance and assistance to the Congregation in setting goals to carry out its mission.
3. Promote and assist efforts to develop ministries in the Congregation through public and private means, so those Congregational Members realize their call to become "ministers of the church".
4. Provide or assign pastoral leadership for meetings, activities, and organizations of the Congregation.
5. Be responsible for administration duties and policies as requested by the Church Council and Congregation. Meet at least bimonthly with the Associate Pastors, Church Administrator, and Program Staff. Meet at least monthly with the entire staff. Provide assistance in recruiting staff members.
6. Be responsible for the stewardship of the Congregation by working with the appropriate teams to set up and implement specific stewardship programs that will assist Congregational Members to take seriously God's challenge to best use their gifts of time, talent and treasure.
7. Provide or assign pastoral care to members of the church according to their needs. Refer members' and nonmembers' counseling needs to reputable outside counselors when appropriate.
8. Oversee the planning, implementation, and direction of the confirmation program in conjunction with the designated pastoral staff and other staff members as assigned.
9. Conduct performance reviews, at least annually, for the Associate Pastors and the Church Administrator with input from the Council Teams they advise and/or assist.
10. Review on an annual basis the non-attending member list to determine if they are to be dismissed from the MLC membership and notified accordingly, where possible. See current Constitution and Bylaws.
11. Strive in word and action to be an example in Christian living, mindful of being a representative of MLC (on and off the job).
12. Enhance job knowledge and abilities by taking personal responsibility for Christian and professional development and training for oneself.
13. Be an advisory member of the Church Council.
14. Division of duties shall change from time to time according to the number of pastoral staff members.

The above list of responsibilities shall not be construed as a complete list of duties. Position descriptions are developed as guides for the employees of Morningside Lutheran Church. The MLC Council reserves the right to modify and/or approve modifications of any position descriptions to meet the mission, needs and responsibilities of MLC.

Requirements for this position:

Ordained pastor to lead and serve a LCMC (Lutheran Congregations in Mission For Christ) Congregation with a multiple staff. He/she shall provide vision and, shall have strong preaching and administrative skills. He/she needs a passion for evangelism, is outgoing and relates well with people, is able to equip for ministry, and must demonstrate leadership ability with experience in Developing Ministries. He/she must be organized and computer literate with ability to prepare one's own materials as needed.