

# **Divine Shepherd Lutheran Church – Omaha Nebraska**

## **Senior Pastor Ministry Description (November 2007)**

### **DESCRIPTION:**

Divine Shepherd Lutheran Church, a thriving 2800+ member Christian community of over 850 families, is seeking an accomplished enthusiastic leader who passionately follows Jesus Christ to serve as our Senior Pastor. As we seek to fulfill our mission, this person will have primary responsibility for shepherding the congregation. Evidence of strong and effective leadership is required.

### **PURPOSE:**

The Senior Pastor provides oversight to, and retains responsibility for, the collective spiritual condition and direction of the congregation. This includes providing spiritual leadership through preaching/teaching; working with the staff and lay leadership in carrying out the congregational mission and vision for the church; and delegating as appropriate to provide general ministry, staff, financial and facilities oversight.

### **DUTIES:**

- 1. Zealous seeker of the lost** – Actively strives to bring people to Jesus through passion for the lost, including those who have become de-churched, and compassion for the saved. The Senior Pastor will regularly interact with the community and the church at large to further the mission.
- 2. Vision Casting** – Articulates the vision in a variety of settings and ways. It is expected that this vision casting stretches the congregation to excellence in its ministries and its people through giving of its first fruits while being culturally relevant and biblically true.
- 3. Preaching God's Word** - Preaches biblical truth and provides avenues of application that a diverse congregation relates to in their daily lives.
- 4. Primary Educator** – Directs, assesses, and provides oversight efforts in developing the congregation's bible studies/programs for Christians of varying levels of maturity and points within the life cycle.
- 5. Primary Doctrinal Supervision** – Provides doctrinal oversight of the staff and congregation in harmony with God's Word and the Lutheran Confessions.
- 6. Pastoring** – Nurtures and cares for the spiritual, emotional, physical, and eternal needs of the congregation with and through appropriate staff and lay people. Strives with perseverance to fully develop devoted disciples of Jesus so that the word and peace of Christ richly dwells with gratitude in their hearts to God.
- 7. Discipling total stewards** – to prepare God's people for works of service through the ongoing application of time, talent, and treasure; thereby building up the body, achieving maturity, unity in the faith, and knowledge of the Son of God.
- 8. Staff Leader** – Assures appropriate selection, pastoring, mentoring, developing, and supervision of the staff, and enables them to excel in their ministries and service to the congregation and community.
- 9. Church Leader** – Will participate in service to our district and synod in keeping with his giftedness and expertise.
- 10. Director of Ministries** - Responsible for translating Divine Shepherd's mission and vision into goal-oriented programs, ministries, and service to our Lord and Savior Jesus Christ; doing so within a team environment that facilitates consensus, shared commitment, and collaborative effort between and among staff, lay leadership and congregation.

### **QUALIFYING GIFTS:**

In addition to being an ordained minister and on the roster of the Lutheran Church – Missouri Synod, the Senior Pastor needs to possess and have demonstrated in his ministry experience the following qualifications, which will be applied to the aforementioned duties.

- 1. A Dynamic and Faithful Preacher of God's Word**
  - a. Has a solid personal faith and evidences a vibrant connectedness with God.
  - b. Committed to and conveys the absolute truths of the Bible in compelling and relevant ways.
  - c. A dynamic, confident preacher who frames a changeless Christ within a solid theological context and effectively communicates in language that connects with people of varying levels of spiritual maturity, of differing life experiences, and generations.
  - d. Respects Divine Shepherd's diversity of worship styles and unifies the congregation in Christ through the sacraments and the preaching of God's Word.
  - e. An enthusiastic, diligent student and lover of the Word of God who fervently preaches the Law and Gospel in accordance with the beliefs, tenets, and doctrine of the Lutheran Church – Missouri Synod.

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### **2. A Gifted Leader and Manager of People**

- a. A strong track record for effectively leading both teams and individuals to achieve measureable results. Exercises discernment in accordance with God's will.
- b. Is capable of raising up and developing individual members as well as a new generation of leaders so as to maximize their talents, gifts, abilities, and resources.
- c. Demonstrated ability to manage and to balance the needs of multiple ministries and priorities within the mission, vision, and values of the church.
- d. Demonstrated ability to resolve conflict, including conflicts among called staff, regular staff, and lay workers in accordance with the manner established by Christ himself and his apostles.
- e. Possesses management skills that help staff members reach their full potential within their respective ministries.
- f. Maintains a general working knowledge and understanding of business administration, effective delegation, and management within a large, multi-ministry congregation.

### **3. A Relational Shepherd Marked by Integrity, Authenticity, and Approachability**

- a. A man of integrity, humility, and patience; living and modeling a life befitting a man of God.
- b. Someone who encourages excellence and accountability among both staff and lay volunteers.
- c. A personable, engaging individual who readily connects with diverse people; displaying the ability to sincerely build and nurture relationships with the congregation and among its individual members.
- d. A unifier of the faithful, who is able to "keep the flock together and focused on God's Word" during times of joy and difficulty.
- e. Someone who consistently demonstrates a forgiving heart and lovingly cares for others.
- f. A man of prayer who on a consistent basis petitions the Lord on behalf of the congregation, the community of the faithful, and the mission field at large.
- g. A man of recognized character who is able to build trusting relationships and engender respect from across the broader Omaha metropolitan community.
- h. A man of life balance who recognizes the importance of taking time for self and family in order to refresh and revitalize his life and ministry.

### **4. A Gifted Teacher and Educator**

- a. Demonstrates the ability to lead the congregation to grow spiritually through his teaching and discipleship skills so that through God, lives are changed and believers are one in heart and mind.
- b. Is an effective bible study leader and teacher that can connect with people across generations and of varying levels of spiritual maturity and life experiences.
- c. A strong supporter and advocate of the Lutheran school system (pre-school, elementary, high school, university and seminary).

### **5. An Advocate of Divine Shepherd Mission, Vision and Values**

- a. An individual who embraces and is an articulate advocate for the evangelistic mission, vision, and values of Divine Shepherd.
- b. A leader who encourages the congregation to apply its God-given talents, gifts, and resources to the execution of its mission, vision and values.
- c. A forward thinker who leads the congregation in carrying out its mission and vision beyond Divine Shepherd and into the broader community and mission field.
- d. An individual who guides an on-going assessment and realignment process for its mission, vision, and values in light of a growing congregation and changing community and world.

#### **REFERENCE DOCUMENTS:**

The Holy Bible: Matthew, Acts, Corinthians, Colossians, Ephesians, Timothy I & II, Titus, I Peter  
Gloria Dei Lutheran Church Senior Pastor Ministry Description (01/2006)  
Divine Shepherd Congregation and Community Demographics Study (9/2007)  
Divine Shepherd Senior Pastor Qualifications (10/2007)  
Divine Shepherd Transition Task Force Report (10/2007)  
Divine Shepherd Strategic Planning Meeting (10/2007)  
Divine Shepherd Focus Group Report (10/2007)

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Guidelines for Assisting Congregations in Dealing with Pre-call Interviews  
Pre-Call Meeting – The Divine Call Process and Congregational Self Study (10/2007)