

## SENIOR PASTOR PROFILE

### Purpose

To serve the congregation by providing primary leadership to the ministry of approximately 2,500 Concordia members. This pastor serves as a spiritual leader, visionary and administrator while also empowering, training and equipping other staff and lay leaders toward faith development and service to others in the name of Jesus Christ.

### Mission Statement

Touching People with Jesus Christ for Healing and for Service.

### Values

We live out our mission through these values:

- **Be Still:** Life is hectic; church is to be a place to find peace
- **Be One:** Life is fragmented; Concordia is a place to get reconnected—to God and to others
- **Be Faithful:** Life is scattered; church is a place to get equipped for putting your faith into action wherever you find yourself

### Desired Characteristics

- **Visionary Leader:** Working within the guidelines of Policy Governance, provide spiritual and visionary leadership that allows Concordia to achieve its mission and core values: Be Still, Be One, Be Faithful.
- **Ministry Strategist:** Provide strategic leadership to the church values and ministry initiatives, especially as they relate to developing spiritual leaders and disciples.
- **Ministry Overseer:** Ensure all aspects of worship, education, business administration and pastoral care are implemented effectively by staff and lay leaders throughout the church, and help address challenges that may impede objectives.
- **Stewardship Advocate:** Promote, teach and encourage intentional, sacrificial and joyful stewardship practices to members within the church.
- **Primary Preacher:** Be personal, relational and engaging in Scripture based Law and Gospel-focused sermons while also communicating practical Biblical principles with clear applications to life.
- **Staff Leader:** Maintain a strong, unified, healthy, aligned, strategic and results-oriented staff team to lead the ministries of Concordia. Be intentional and encouraging about self-care and mutual care of staff and their families.
- **Core Value Promoter:** Promote and exemplify the Staff Core Values and ensure they are permeated throughout the congregation.

## Desired Characteristics Continued

- **Leader Developer:** Actively participate in the development of current and future leaders of Concordia in line with Ephesians 4:11-12 and ensure there is an intentional strategy for leadership at all levels.
- **Equipper:** Develop, empower and equip staff and lay volunteers with needed resources to accomplish their ministries, whether financial, strategic or leadership.
- **Mission Advocate:** Demonstrate a passion for those outside Concordia by encouraging active involvement outside our walls and influencing others with Christ's love.
- **Christian Education Partner:** Maintain and promote Concordia's commitment to Christian education, including the partnerships with Christ Community Lutheran School (CCLS) and the Lutheran High School Association.
- **Personal Developer:** Be intentional about pursuing a personal development plan as it relates to you, your family and the staff you lead. This includes seeking pastoral mentorship beyond the congregation.
- **LCMS Partnership:** Maintain partnering relationship with the leadership and membership of the LCMS.

## Desired Qualifications

- A member in good standing on the clergy roster of The Lutheran Church—Missouri Synod.
- Graduate of one of the Synod's seminaries with a Master of Divinity or higher degree.
- Parish ministry experience preferably including a large church with multiple staff.
- Demonstrates a growing relationship with Jesus Christ.
- Committed to personal growth, servant leadership, healthy relationships, and a healthy culture within the staff and Church Council.
- Team player with excellent communication and interpersonal skills.
- Outgoing and friendly, confident and transparent/down-to-earth.
- Demonstrates a passion for evangelism, discipleship and mission.
- Progressive and result-oriented, a pioneer and achiever who is comfortable leading.
- Great influencer; inspiring, enthusiastic, sociable, people-oriented, trusting, poised, influential, convincing and persuasive.
- Experience and appreciation for multiple styles of worship.

## Accountability

- The Senior Pastor is accountable to the Congregational Assembly through the Church Council.
- Concordia follows a Policy-Based Governance Mode.