



GOOD SHEPHERD LUTHERAN CHURCH

POSITION TITLE: SENIOR PASTOR

REPORTS TO: CALLED BY THE CONGREGATION AND IN SERVES IN COLLABORATION WITH THE CHURCH COUNCIL

HOURS: FULL-TIME

FLSA STATUS: EXEMPT

CHURCH OVERVIEW: Good Shepherd is a 4,000+ member Christian church with the primary mission to ***“Reach and Transform spiritually distracted people so we all come to love and serve God.”***

www.goodshepherd-naperville.org

POSITION OVERVIEW: The Senior Pastor provides spiritual and pastoral leadership to the membership of Good Shepherd Lutheran Church. The Senior Pastor serves as the senior leader of the congregation so that it might fulfill its mission and purpose as the body of Christ. The Senior Pastor will preach, teach, administer the Sacraments, provide counsel, and give primary leadership in the ministries of Worship, Children’s Ministry, Student Ministry, Adult Ministry, Special Needs Ministry, Missions, Stewardship, Outreach, and New Member Assimilation. The Senior Pastor supervises the Chief Operations Officer who oversees Finance, Communications, Facilities, Administration, Human Resources, and the Cornerstone Café. In addition, the Senior Pastor serves as a liaison with the Preschool Director and the Board of the Good Shepherd Lutheran Preschool.

REPORTING RELATIONSHIPS: The Senior Pastor reports to the Church Council and leads a staff of 40+ full-time and part-time employees and indirectly hundreds of volunteers. Sr. Pastor directly supervises eight Pastors/Directors/Ministry Leaders

ESSENTIAL DUTIES AND RESPONSIBILITIES:

The position’s duties and responsibilities include, but are not limited to:

A. Leadership

- Understands and supports, through example, the vision and core values of the church.
- Serves as the Senior Leader of the Church Staff
- Provides leadership and direction to Teaching Pastors and a variety of staff and lay leaders
- Cultivates a church culture that embodies Christ’s example of servant leadership to the staff and congregation.
- Cultivates a strong partnership with the Church Council ensuring ministry goals align with the vision and core values of the church.
- Recruits, mentors, equips, and provides feedback for Associate Pastors, Directors, Ministry Leaders, and servant/volunteers to expand ministry impact.
- Creates opportunities for staff and congregational retreats, learning opportunities, and team building resources as appropriate.

B. Worship

- Preaches and teaches the Word of God with the purpose of drawing others into an understanding and experience of the triune God.
- Collaborates with the other pastors of the church, the worship team, and supporting staff and volunteers and planning the preaching calendar including topics and themes for the year.
- Officiates at special services such as weddings, funerals, baptisms, and retreats.
- Collaborates with the Worship Directors in developing and maintaining a cohesive musical program that is both inspirational and relevant.

- Ensures worship opportunities are both invitational and available for individuals of all ages and abilities.
- C. Administration**
- Oversees the financial and budgeting process and reporting in collaboration with the Chief Operations Officer and Finance Director.
 - Ensures policies, procedures, and practices exist to provide a safe and fair working and worshipping environment for staff and the congregation.
- D. Congregational Care**
- Prays for the ministries and members of the congregation and staff as led by the Holy Spirit.
 - Counsels families and individuals as needed, making appropriate professional referrals as appropriate.
 - Ensures that those who are ill or in need are visited and receive appropriate care and resources as appropriate.
- E. Stewardship**
- Sets a personal example of being a good steward of time, talent, and resources.
 - Teaches biblical truths related to generosity.
 - Leads congregational initiatives of generosity.
- F. Outreach**
- Encourages all ministries of the church to seek opportunities to share the gospel of Jesus Christ with those outside of the membership of the church locally, nationally and globally.
- G. Missions**
- Encourages all ministries of the church to seek opportunities to show the love of Jesus Christ by meeting the needs of those outside the membership of the church locally, nationally, and globally.

KNOWLEDGE, SKILLS, AND ABILITIES:

- Personal relationship with Jesus Christ and passion to share God's love
- Strong scriptural knowledge and ability to teach and inspire from based on biblical truths
- Driven leadership skills
- Strong organizational skills
- Ability to attract, develop, and lead people and/or ministry teams
- Excellent communication and interpersonal skills with strong relationship building mindset
- Ability to counsel individuals in crises
- Proficient in Microsoft Office tools

EDUCATION AND EXPERIENCE: Ordained, rostered Pastor in the Evangelical Lutheran Church of America (or reciprocal denomination) and a minimum of 5-10 years in a Pastor/Sr. Pastor; or equivalent combination of training and experience.

PHYSICAL REQUIREMENTS: Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. It requires exerting up to 10 pounds of force occasionally to lift, carry, push, pull or otherwise move objects.

WORK ENVIRONMENT This position is typically office or administrative, but may include travel to interact with others and exposure to outdoor environments for retreats and other activities.

ADDITIONAL REQUIREMENTS INCLUDING CERTIFICATES, LICENSES, REGISTRATIONS: Only rostered leaders with active Rostered Leader Profiles (RLP) that are indicated or submitted to Synod 5A (Metropolitan Chicago Synod) will receive consideration.

TO APPLY: Please send cover letter describing your interest and details about your current church; resume; link to your current church website; and link to a teaching/preaching sample to office@mcselca.org or call the synod office at 773-248-0021.