

Senior Pastor Description

Purpose Statement:

The office of Senior Pastor exists to direct the Word and Sacrament ministry.

The Primary Responsibilities:

- Direct the Word and Sacrament ministry of the congregation.
- Develop, update, and communicate the vision of the congregation in collaboration with the Board of Lay Leaders.
- Align operational plans with the strategic plan of the congregation.
- Provide leadership for the Senior Staff.
- Supervise the Executive Director of the congregation.
- Develop strategic alliances that advance the congregation's vision.

Position Limitations

The Mega-Limitation: When representing ##### Lutheran Church, the Senior Pastor shall not act in a manner that is unethical, imprudent, illegal or inconsistent with the Christian faith, the Constitution, By-Laws, Policies or the Mission of ##### Lutheran Church.

1. The Senior Pastor shall not fail to make every effort to fulfill the Purpose of this position with a special focus on the Primary responsibilities as identified.
2. The Senior Pastor shall not fail to create annual Individual Ministry Goals that outlines significant contributions to:
 - The accomplishment of the congregation's goals
 - The health and effectiveness of the team with which he works
 - His personal and professional development
3. The Senior Pastor shall utilize all of his gifts and abilities and do whatever is necessary to achieve the desired results except that he may not:
 - Exceed any of the "Senior Pastor Limitations" policies established by the Board of Lay Leaders (BLL).
 - Allow the BLL to be uninformed regarding his efforts and the progress he is making in his areas of responsibility.
 - Fail to neither keep his Executive Director and Senior Staff fully informed of his efforts nor fail to work in a cooperative and supportive way with other members of the team.
 - Fail to provide effective communication with the Senior Staff and Leadership Team.
 - Speak publicly or work in opposition to any decisions made by the Board of Lay Leaders, Executive Director, Senior Staff, or the Leadership Team.
 - Propose or begin any new effort, which does not consider the Strategic Plan of the Congregation.
 - Begin a new fiscal year without having updated his Individual Ministry Goals.
 - Make any budget expenditures that deviate from the adopted operational budget by more than 5%.
 - Make any financial expenditure, budgeted or not, which exceeds \$5,000.00.

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- Fail to establish and promote ministries that work to achieve the congregation’s mission.
- Recommend for hire or continued employment directors not committed to excellence.
- Fail to seek resources nor fail to provide motivation for continued professional growth of all directors.
- Fail to supervise and conduct annual performance reviews of the Executive Director and Senior Staff.
- Fail to implement personnel policies as directed by the policies of the Congregation.
- Avoid or fail to seek the counsel of the Senior Pastor’s Advisory Council in determining ways to improve his level of performance.
- Fail to provide direction and leadership for the Executive Director, Senior Staff, and Leadership Team in all stated areas of responsibility
- Ignore or fail to uphold the priesthood of all believers.

Accountability

The Senior Pastor reports to the BLL and receives supervision, support, oversight, and evaluation from the BLL.

Staff Relationships

The Senior Pastor works cooperatively with the Executive Director, the Senior Staff, and the Leadership Team encouraging and nurturing from all members a sense of teamwork and enthusiasm for the Christ-centered ministry of First Immanuel Lutheran.

Salary and Benefits

The annually salary shall be set by the Board of Lay Leaders. The benefit package shall be in compliance with the human resource policies of the congregation.

Term of Service

The Senior Pastor shall be Called by the congregation. It is assumed that, given positive performance review and adherence to LC-MS requirements for Call eligibility, service will be ongoing.