

Assistant to the Bishop for Vital Congregations, Vital Partnerships Saint Paul Area Synod ■ Evangelical Lutheran Church in America

1 FTE, exempt

This position requires presence in the Synod Office and significant travel to congregations within the synod including two to three Sundays per month. A 50 hour work week is expected.

The Assistant to the Bishop for Vital Congregations, Vital Partnerships reports to the Bishop and works in partnership with other staff to assist congregations and leaders in building congregational vitality and establishing transformative partnerships, both locally and globally. Assistants to the Bishop share responsibility for overseeing and supporting congregations during call processes and in times of conflict or transition; each Assistant to the Bishop relates to one or more conferences on a rotating basis.

Essential Responsibilities

- Supports leaders and congregations to build and sustain healthy systems, faith formation and worship life, in order to promote the renewal of congregations within the synod;
- Develops sustainable, mutual partnerships between congregations and community groups to increase the synod's public witness to God's love for all neighbors;
- Develops sustainable and mutual global partnerships between congregations and our companion synod relationships, as well as other global endeavors, to increase the synod's engagement as a global church; serves as the synod's liaison to the Guatemala (ILAG) Committee and supports our companion synod work with the Iringa Diocese in Tanzania;
- Recruits, supports and recommends interim pastors for service in the synod; leads the monthly training session for interim pastors;
- With the Bishop, supports the development of resources and training for year-round stewardship and mission support;
- With the Bishop, confers with congregations in times of conflict; maintains ties with consultants from the wider community in order to refer congregations to appropriate resources for working through conflicts;
- Assists the Bishop in providing pastoral care to leaders and congregations;

Shared Responsibilities with Bishop and other Assistants to the Bishop (Mobility Team)

- As a member of the Mobility Team, assists congregations during pastoral vacancies by building relationships with call committees and congregation councils, providing names in consultation with the Mobility Team, identifying candidates for interim service, and helping to assess leadership needs identified in the Ministry Site Profile;
- Serves as staff liaison to one or more conferences (assigned through an annual rotation) by attending conference gatherings, developing relationships with deans and rostered and lay leadership, and providing pastoral care for clergy and lay rostered leaders;

- Offers early intervention in times of conflict in a congregation, which may include the use of consultants.

Shared Responsibilities with all Synod Staff

- Works to build strong relationships among leaders and congregations of this synod and to foster a positive regard for the role of and partnership with the larger church in the life of each ministry setting.
- Serves as a member of the synod staff team by attending regularly staff and synod council meetings and retreats; participating in events for rostered and lay leaders; and supporting leaders, programs, and efforts that further the mission of all expressions of the church.
- Assists in the planning and carrying out arrangements for events that encourage collegiality among leaders and congregations in this synod, including ministeriums, conference assemblies, synod assembly, theological conference, congregational leader events, and others as identified.
- Represents the synod at installations, meetings of churchwide, regional, or synodical ministry partners and institutions when requested.
- Serves as a resource person for congregations, institutions, and agencies in this synod, when requested.
- Communicates and serves collegially with all on the synod staff in order to build up and accomplish the collective and connective ministry of the Saint Paul Area Synod.

Qualifications

1. Demonstrated commitment to the transformational power of God's grace as expressed in missional theology with a biblical and Lutheran understanding of theology of the cross and discipleship in response to God's grace in Jesus Christ.
2. At least 10 years of experience as a rostered leader in the ELCA or a full communion church body.
3. Demonstrated ability to lead a congregation through times of change and conflict.
4. Experience working with elected and rostered leaders of congregations.
5. Experience in creating sustainable community partnerships.
6. Ability to communicate well in diverse cultural, ethnic and socio-economic contexts.
7. Demonstrated abilities in the management of people, finances and information. Ability to use technology including Word, Excel and social media.
8. Demonstrated ability to work collegially in strategic planning and visioning.
9. Ability to work in partnership with peers at the synodical level.
10. Active participation in a mission-oriented community of faith.
11. Demonstrated openness to learning new skills and serving within a learning organization.