



Prince of Peace Lutheran Church
13801 Fairview Drive • Burnsville MN. 55337
popmn.org

JOB DESCRIPTION

Associate Pastor of Engagement

Reports to: Lead Pastor

Status: Full Time

Who We Are: Prince of Peace Lutheran Church (POP), is an ELCA congregation of 5,600 members located in the southern Twin Cities suburb of Burnsville, MN. At our core we seek to see the Gospel transform lives. We do this through providing robust mission opportunities through our onsite food shelf and dental clinic, providing thought provoking sermon series, classic and contemporary worship geared for excellence, and learning and personal growth opportunities for all ages.

All new hires are filtered through a lens of organizational culture fit. To that end, all staff are expected to live into and embrace the following core values:

1. **Dedication and Passionate** in service of the Gospel of Jesus Christ; increasing *trust* through *collaboration* that builds *honest vulnerability*, sustaining our dedication and passion for the Gospel of Jesus Christ.
2. **Innovative** for the purpose of reaching more people with the Gospel of Jesus Christ that *empowers* staff ownership that seeks *accountability*.
3. **Dependable** in our fulfilling work expectations while engaged in *grace* filled relationships with staff, volunteers, and members.
4. **Relational and Personable** in all our interactions; treating one another with *equity* and *respect*.
5. **Lead with Yes** to create open pathways for the Gospel of Jesus Christ to thrive in our lives while being open to other *perspectives* than our own.

Job Summary: The Pastor of Engagement is a collaborative dreamer who has passion for our community of mid-20's through mid-40's. This pastor needs to build teams and collaborate with POP staff and volunteer leaders for small group/discussion group engagement, mission/service engagement and worship engagement with this community. We do not expect this pastor to “age out” of this position but to effectively recruit, equip and lead teams who are in “aged in” this community.

Essential Functions:

Participate fully as a member of the Pastoral Staff of Prince of Peace.

- Participate fully as an ELCA ordained pastor in Word and Sacrament.
- Be in the on-call rotation.
- Be available to officiate weddings, funerals, and hospital visits.
- Participate in weekly worship planning and sermon feedback sessions as needed.
- Be available to lead and teach bible studies as needed.

- Be available to preach and teach in various settings.
- Be part of the preaching and assisting rotation.
- Be part of the chapel leading rotation.

Engage our mid-20s through mid-40's community through Small Groups/Discussion Groups.

- Develop, lead and manage a strategic plan for engagement.
- Recruit, train and shepherd a leadership team for this ministry.
- Collaborate with the Pastor of Spiritual Formation and the Pastor of Family Ministry to engage our family ministry parents in small group/discussion groups.

Engage our mid-20s through mid-40's community through mission and service opportunities.

- Develop, lead and manage a strategic plan for engagement.
- Recruit, train and shepherd a leadership team for this ministry.
- Collaborate with Director of Missions and the Pastor of Family Ministry to engage this demographic in weekly, monthly mission/service opportunities. This also includes national mission trips and engaging with our Tanzania partnership and our Dominican Republic mission partners.

Engage our mid-20s through mid-40's community through various worship opportunities.

- Collaborate with the Director of Worship and Pastor of Family Ministry to vision, develop and manage a strategic plan for engagement. This may or may not include the development of alternative worship times and or experiences.
- Recruit, train and shepherd a leadership team for this ministry.

Core Competencies:

Demonstrated ability to:

- Delegate and manage multiple priorities.
- Able to scale up ministry engagement.
- Project plan in advance.
- Move plans to action/reality, able to set measurable goals and hold accountability.
- Can teach and model planning, effectiveness and efficiency to staff and volunteers.
- Understands and works through systems.
- Strong verbal/relational and written communication skills.
- Collaborative team builder.
- Leads by example.
- Leads through relationships.
- High emotional intelligence.

Highly collaborative

- Able to engender a sense of team unity.
- Ability to step into conflict and work toward the common good.
- An understanding of and willingness to work with different work styles.
- Willing to be present at various ministry events.

Theological

- Open and curious; progressive; welcoming and affirming.
- Kingdom-focused; Gospel-centered.
- Lutheran or partner denominational background.

Spirituality

- Actively engaged and authentically growing.
- Self-disciplined.
- High levels of honesty and integrity.
- Centered and mature enough to bear the weight of institutional change.
- Willing and able to inspire others by example as well as teaching.

Experience Required

- Ordained ELCA pastor
- Background in theology and practice as it relates to spiritual formation in an ELCA congregation.
- Proven track record of effectiveness.
- Previous work in large systems.
- Successful supervisory experience.
- Computer skills: email, social media, Word, Excel

Other Responsibilities:

- Attends and participates in weekly staff meetings and chapel.
- Works collaboratively with the entire POP team and provides support as needed to other POP ministries.
- Other duties as assigned.

Minimum Qualifications:

- Pastor rostered in the ELCA.
- Background, experience and or training in pastoral care.

Salary: Commensurate with the candidate's experience and training and St. Paul Area Synod Guidelines.

Application: Email only. Send resume and cover letter materials to Pastor Paul Dean, Lead Pastor at pdean@popmn.org

Note: This job description is intended to describe the general nature and level of work to be performed and is not to be construed as an exhaustive list of responsibilities. Any statement contained herein does not establish a contract for employment and may be subject to change at the discretion of the employer.