

Position Description

Senior Pastor

St. Paul Lutheran Church, Davenport, Iowa

Employment: Full-time (“called”)

Reports to: Personnel Committee Chair and Congregation Council (President)

Position Objective: Serve as primary spiritual leader of St. Paul Lutheran Church, leading the staff and congregation with integrity and humility.

Core Competencies: Good writing and speaking skills
Administrative excellence
Financially astute
Strong interpreter of theology
Thoughtful staff leadership
Deep understanding of worship

Essential Responsibilities:

Assume lead responsibility for positioning the church strategically to carry out its vision and embody its core values
Serve as primary preacher, though also spreading preaching responsibilities generously throughout the full pastoral team
Grow the strength of congregational life through a deep investment in St. Paul people
Give shape and inspiration to a culture of generosity
Plan and lead worship that is well-connected with tradition but deeply relevant to the changing landscape of 21st century religious realities
Guide all aspects of the pastoral residency program
Lead staff team in a way that fosters collegiality and morale
Serve on the church council and the executive and personnel committees
Represent St. Paul in the wider community and church
Perform all the general duties of pastoral ministry (i.e. baptisms, weddings, funerals, worship, counseling, hospital/nursing home visitation, etc.)

Desired Characteristics:

Integrity
Energy for inspiring a vision
Theological clarity
Motivator / Team player
Ability to set and meet priorities
Imaginative/creative
Willing to take appropriate risks
Doesn't take self too seriously
Values the strengths of others
Love of people