

Pastoral Role/Expectations

Theology

- The Bible is the word of God and the foundation of faith for all believers
 - Ability to apply the word of truth in preaching and teaching
 - Personal commitment to the study of God's word
- Understanding of personal salvation
 - That salvation is given by God the Father by his grace
 - That salvation is obtained only through the acceptance of the sacrifice of Jesus Christ on the cross
 - That God in the person of the Holy Spirit gives man the power to live out his salvation
- Understanding of Reformation and Lutheran Theology and these principles
 - Christ alone
 - Faith alone
 - Scripture alone
 - Grace alone
 - The cross alone
- Willing and able to work within the context of an evangelical Lutheran congregation, and willing to be ordained with the North American Lutheran Church.

Morality

- The qualifications of a pastor are outlined in I Tim 3:1-7, with the recognition that it is a noble task; and therefore the pastor must be:
 - God seeking
 - Above reproach
 - Sober-minded
 - Self-controlled
 - Respectable
 - Hospitable
 - Able to teach
 - Not use alcohol to excess
 - Gentle with people
 - Living at peace with others
 - Own family will reflect these values
- The pastor's conduct will reflect the above values, for example
 - Conduct that does not bring dishonor to God, the church, or himself
 - Open to others and their ideas
 - Bringing peace and not judgement to situations
 - Careful use of social media
 - Daily prayer and devotions

Practice

- Leadership
 - Servant leadership
 - Willing to make decisions
 - Willing to be accountable
 - Willing to follow, apply, and encourage the body to adhere to the VLC
SMART FUTURE PLAN

- Evangelism
 - Salvation focused community outreach
 - Ability to share the gospel with unbelievers
 - Equipping others to share the gospel

- Preaching and Teaching
 - Sunday sermon
 - Confirmation
 - Bible Study/Small group

- Administration
 - Act as coordinator/overseer of administrative activities and day to day operation
 - Maintain church records
 - Monthly report of pastoral activities

- Pastoral
 - Visitation
 - Hospital
 - Monthly Senior Lodge
 - Cards/Flowers to those sick or passing
 - Counselling
 - Regular, available office hours in parsonage office
 - Pre-marital counselling
 - New membership
 - Special services
 - Weddings
 - Funerals

- Working Relationships

- Emotional intelligence: aware of self and able to understand others
- Partner with council in continually evaluating all ministries and considering ways to support, improve and expand them
- Ex officio with council chair on all committees
- Work as coach and mentor to council, committee, and congregational members, striving to develop deep relationships with them; helping them reach their full potential in ministry by engaging and empowering them
- Work with other area pastors in the local Ministerial Association
- Pastor accountable to:
 - 1st - Deacons Board
 - 2nd - Council
 - 3rd - Congregation

Pastoral Review to be completed annually