



Senior Pastor – Ministry Description

About Messiah Lutheran Church:

Messiah Lutheran Church, located in Weldon Spring, Missouri (St. Louis suburb), is a member of the Lutheran Church Missouri Synod (LCMS). Messiah serves 2800 registered members, while around 900 members worship weekly during one of three contemporary Sunday Services. More than 350 preschool - 8th grade students attend Messiah Lutheran School, a National Blue Ribbon awardee. Mission work is important to Messiah, with ongoing projects in Uganda, Poland, Guatemala, South Dakota, and right here in St. Charles/St. Louis, Missouri.

Primary Responsibility:

To carry out the Biblical role of overseer, pastor, shepherd; proclaiming the gospel and administering the sacraments – and providing senior administrative leadership in achieving the desired outcomes of Messiah Lutheran Church

Qualifications:

- Active disciple of Jesus Christ and ordained member in the LCMS - called by the congregation
- Biblical requirements of a pastor
- Proven leadership skills in a large church
- Exceptional communication skills
- Ability to work well in a team, collaborative setting
- Strong visionary, with ability to set direction and lead
- Ability to work and relate well with all people

Responsibilities:

1. Oversee a solid Bible-based preaching and teaching ministry.
2. Plan and lead ongoing worship ministry.
3. Preach and lead worship regularly.
4. Encourage and nurture spiritual development and maturity for staff and the congregation.
5. Champion a clear vision and plan for the future of Messiah's ministry.
6. Provide leadership to continually move the staff and congregation toward alignment with Messiah's desired outcomes as summarized by the LOVE, LEARN, LIVE core process.
7. Provide clear doctrinal instruction and leadership according to the confessional standards articulated in Lutheran Confessions and Church constitution.
8. Lead the Executive Ministry Team.
9. Work with the Board of Lay Ministry and Board of Elders – Ex officio.

Accountability:

The Senior Pastor reports directly to the Board of Lay Ministry (BOLM), with ultimate accountability to the congregation of Messiah Lutheran Church.

Congregational & Leadership Surveys:

The senior pastor call committee recently collected surveys from the congregation and church leadership. Below is a description of the collective feedback from both groups.

Congregational Survey Results

284 congregants ranked the most important tasks (of 9) of a pastor. The top four are: 1) Preaching, 2) Providing leadership to the congregation, 3) Teaching, and 4) Training and equipping members to serve others. The congregation prefers a pastor who is progressive and result-oriented, and a pioneer and achiever who is comfortable leading. According to the survey, the areas (of 20) that need the most improving in the congregation are: 1) Youth ministry, 2) Community service, 3) Evangelism, outreach, 4) Adult programs, and 5) Adult instruction.

Church Leadership Survey Results

48 participants ranked the most important characteristics (of 9) of a pastor. The top four are: 1) Leadership, 2) People Skills, 3) Creativity, and 4) Initiative. Participants were asked to rank the most important skills (of 17) of a pastor. The top four are: 1) Preaching Content, 2) Preaching Delivery, 3) Teaching Ability, and 4) Worship Development.