

Grace Lutheran Church and School Profile 2019

Background:

Grace is in the very beginning stages of transitioning to a Policy Based Governance model. The desire of the staff and congregation is for a Pastor who is experienced in Policy Based Governance and can help guide the transition.

Grace has a vibrant Latino ministry and has a strong desire to become a fully integrated multicultural church. The congregation and staff would like a Pastor who shares a passion to be a reflection of Christ's love to our surrounding community.

The staff is blended with people who worship at other Christian churches. The staff feel like they would work well with a Pastor who embraces their team mentality and can minister to staff members who are LCMS or other denomination.

There is a recent culture of prayerful dependence. The congregation and staff want a Pastor who can both be an example of a prayerful heart and someone who can encourage and empower the congregation to have a culture of prayerful dependence.

Profile:

The congregation and staff want a Pastor who is a strong leader. They desire a Pastor who can set the vision and empower the whole staff to accomplish the mission. They feel the Pastor should be a leader from the trenches. They desire a leader who will be with them in the ministry. One comment put it well "we want a Pastor who will be on the boat with us, not just leading from the shore." They also desire the Senior Pastor to have a strong personality in leadership, not someone who is easily swayed but can stand firm in the path and correct course lovingly. A leader who maintains clear and open communication with them, specifically about vision and goals.

The staff feels like they would work best with a Pastor who will not just set the vision but also empower the staff to accomplish the vision. Along with the empowerment, the staff desires trust from the Pastoral leadership that they can accomplish the mission. On the other side of the coin, the staff would like a Pastor who is a strong enough leader that they can make corrections in love if the ministry or a staff member is going the wrong direction or needs help accomplishing the mission.

The congregation and staff want a Pastor who will be present in the school. They desire a Pastor who sees the school just as much his congregation as the people who come into the church on Sundays. They want a Pastor who will take an interest in them as people as well as be there for the students and parents. They also want the Pastor to be visible both in the classroom and at school events.

There is also a desire for the Pastor to be active in the spiritual life of the school. Specifically, a desire for the Pastor be available for prayer and Bible study times. Also want the pastor to help develop a religion curriculum at all levels.

The congregation and staff also need a Pastor who will care for them. The staff feel like Grace is missing the culture of care needed to support them while they are going through tough times including illness, injury and personal loss. While it is understood that this is a bigger job than one person can handle, they would like the Pastor to have a passion to care, demonstrating how to care and having the leadership to activate a team to make sure the people of Grace are cared for.