

Staffing Strategy

The Council believes that Advent must increase the number of program staff in order to develop and to provide programs of adequate quality to grow its attendance at both of its locations. It also believes that the demands of providing faith leadership and operational management cannot be met by one pastor.

The council is adopting a staffing strategy, which is, as rapidly as possible, to expand our program staff to 3 full time rostered leaders, to add one full time lay Director of Family Ministry, and to retain one part time Youth Director, Stephanie Canjar. The rostered staff will consist of a Senior Pastor, an Executive Pastor, and a third rostered leader, who will be primarily focused on growth. We believe that this third rostered leader is essential to having adequate staffing for the task of bringing a relevant Gospel message to more people.

We will immediately proceed with the call of an Executive Pastor. With that Pastor in place, Pastor Dave will serve as Senior Pastor. Advent will initiate a call for a third rostered leader after the Executive Pastor has been in place for sufficient time to be able to make an informed contribution to the call requirements for that leader.

In the near term, Pastor Funk will serve as a Stated Supply Pastor to expand our ability to provide Word and Sacrament Ministry at both campuses. We will also continue with using a contracted, part time Visitation Pastor. In addition, we will immediately begin the process of finding and hiring a Director of Family Ministry. Finally, the administrative staff will remain as currently configured until the Executive Pastor can recommend informed changes to that staff.

We expect to pay for this increase in staff through a combination of expanding per capita contributions and through growth in those worshipping with us. This growth in contributions is an essential element for calling our third rostered leader. If we are to increase our presence as the Body of Christ in our community and to have more people join us in worshipping and serving God, we need to make the commitment to grow our per-capita contributions and the number of program staff serving in this congregation.

The Initial job requirements and job descriptions for these positions follows.

Senior Pastor - Initial job requirements and description. (Full time.)

The Senior Pastor of Advent Lutheran Church shall be someone with:

- A deep commitment to and faith in Jesus Christ as their Savior and Lord which is demonstrated in their life and words.
- A passion for the mission of the Body of Christ as clearly stated in the Great Commission and the Great Commandment.
- A clear "track record" of helping congregations to grow in depth of faith, spiritual maturity, and in commitment to following Christ.
- A reputation for and demonstrated ability as an excellent preacher.
- A reputation for and demonstrated ability as an excellent teacher of the Bible and theology.
- A clearly demonstrated ability to work well with people of diverse backgrounds and levels of maturity in faith.
- A strong track record of quality leadership.

- A clearly demonstrated ability to provide excellent visionary leadership and to help congregations keep their focus on what is most important to Christ.

The Senior Pastor of Advent Lutheran Church shall be responsible for:

- Leading Word and Sacrament ministry at both locations.
- Overseeing and "shepherding" the vision, mission, and spiritual health of the congregation.
- Overseeing the worship life of the congregation to insure that it is always the best possible quality and is faithful to the scriptures, our ELCA heritage and relationship, our vision and mission, and our context.
- Overseeing the faith life of our congregation, teaching the word and Lutheran theology, always working toward involving as many as possible in the faith journey.
- Acting as the public "face" of Advent by becoming involved in activities which will give our ministry an opportunity to be better known in the community.

Executive Pastor - Initial job requirements and description. (Full time.)

The Executive Pastor of Advent Lutheran Church shall be someone with:

- A strong track record of quality leadership.
- A clearly demonstrated ability to provide excellent administrative leadership.
- A clear "track record" of helping congregations to grow in depth of faith and in numbers of participants in the worship life and activities of the church.
- A clearly demonstrated ability to work well with people of diverse backgrounds and levels of maturity in faith.
- A deep commitment to and faith in Jesus Christ as their Savior and Lord which is demonstrated in their life and words.
- A passion for the mission of the Body of Christ as clearly stated in the Great Commission and the Great Commandment.
- A reputation for and demonstrated ability as an excellent preacher.

The Executive Pastor of Advent Lutheran Church shall be responsible for:

- Providing the ministry of Word and Sacrament at both campuses.
- Supervising and encouraging staff and overseeing and directing the operations (including: preschools, administration, property management, communications, development and guidance of lay ministry leaders) of this ministry in both locations.
- Working with Senior Pastor and the people of Advent to discern and implement the best practices and programs which will lead to the health and growth of the Body of Christ in both locations.

Director of Family Ministry

Job Requirements and description TBD

Third Rostered Leader (Full Time)

Job Requirements and description TBD

Approved by Council October 17, 2016