



### Job Description

**Position Title:** Director for Evangelical Mission, Minneapolis Area Synod of the ELCA

**Reports to:** Synod Bishop (primary/day to day work) & CCL (Senior Director, DEM Relationships)

**Home Area/Office/Team:** Christian Community and Leadership

**Incumbent:** Dr. Rev. Wondimu Sonessa

**Supervisory Responsibility(Y/N):** Yes

**Employee classification (full/part-time regular, specified-term contract, temp):** We imagine one full-time employee, but would consider dividing this role into two parts (each 20 hours/week). The term is coterminous with the synod bishop's term (current term ends in 2030).

**Remote/Hybrid/Location Specific:** Primarily in-person, with frequent off-site meetings, some possibility for remote work on Monday or Friday

**Ministerial Position (Y/N):** *Y, Minister of Word and Sacrament or Minister of Word and Service*

**For People Solutions ONLY:**

**Effective Date:**

**FLSA Status:** Exempt

**Salary Band:**

### Job Summary:

The Director for Evangelical Mission (DEM) represents the ELCA through the Christian Community and Leadership Area (CCL) in the Minneapolis Area Synod and is responsible for the development of tools to support congregational vitality, which we define as, "Communities of Jesus that nurture new life-changing relationships with God, one another and the world." The position also reflects the purposes, principles and commitments of the [synod](#), CCL and the [ELCA](#) as a whole.

The DEM will collaborate and coordinate with Churchwide, synod and congregational leaders to develop strategies designed to help congregations engage their communities so that more people know the way of Jesus and discover community, justice and love.

The person in this position is expected to fully participate in the life and ministry of the synod on the synod staff with synod initiatives and is responsible for implementing and building upon ELCA commitments to ministries among diverse cultures and communities, people with disabilities, and the young-adult population, as well as people and communities experiencing poverty. The DEM participates in resourcing the synod mission strategy with an emphasis on congregational vitality, evangelism, and leadership.

This position will be coterminous with the synod bishop and supervised jointly by both the Bishop of the Synod and CCL staff. Other assignments of responsibility will be made by the Synod Bishop and Senior Director, DEM Relationships. The position will be based in the Minneapolis Area Synod and will serve as a living representation of the interdependent nature of the ELCA.

This position is full-time (with consideration for a position divided into two parts), with a term-contract, and is an exempt position. The person has responsibilities that require them to live in the geographic territory of the synod. In compliance with federal law, all persons hired will be required to verify identity and eligibility to work in the United States and to complete the required employment eligibility verification document form upon hire.

### **Job Responsibilities:**

1. Responsible for the formation and coordination of at least one synod team that organizes the vitality of existing congregations and new mission development in the synod (including area ministry strategies, congregational mission plans, and congregational vitality).
2. Responsible for the administration of the portfolio of supported ministries including the process of application and evaluation of grants through the ELCA Grantmaker (EGM) System. Provides supervision, monitors development and evaluates progress of funded ministries.
3. Responsible for identifying, recruiting and training leaders for the work of the church including those who can serve as mission developers and rostered ministers.
4. Responsible for establishing short- and long-term priorities and sharing learnings with the synod and across the ELCA. Provides a visible witness to the interdependent nature of the church and communicates our shared mission and vision.
5. Responsible for mission support and stewardship (up to ¼ time), empowering congregational leaders in the ministry of stewardship including training, resourcing, inspiring, and thanking.
6. In coordination with others, relate to a new Lilly funded grant called Family Faith that aims to foster faith formation for families specifically in our strategic congregations and new ministry starts.
7. Other duties as assigned.

### **Synod Information:**

The Minneapolis Area Synod (MAS) is one of 65 synods of the Evangelical Lutheran Church in America (ELCA). MAS includes 137 communities of faith in the greater Minneapolis metropolitan area. The synod staff supports the member congregations, as well as the lay and rostered leaders of the synod. We are church together: accompanying one another and our neighbors, witnessing to the transforming love and grace of Jesus Christ, organizing for service and justice close to home and around the world, resourcing our congregations for ministry, and celebrating the Holy Spirit's presence and activity in all of this. "The Minneapolis Area Synod works together so that all experience gracious invitation into life-giving Christian community and live in just and healthy neighborhoods." You can learn more about the Minneapolis Area synod here: [Minneapolis Area Synod of the ELCA \(mpls-synod.org\)](https://mpls-synod.org)

### **Required Education/knowledge/experience/skills and abilities (required to perform this job – list form):**

1. 5+ years of experience effectively leading an effort that helped bring people to faith. Grounding in Christian faith and familiarity with Lutheran theology, evangelism, discipleship and the theories and practice of mission development that responds to God's grace in Jesus Christ.
2. Effective communicator in preaching, teaching, writing and evangelical outreach.

3. Demonstrated ability working with leaders in agile, adaptive innovation and facilitating group processes as well as knowledge, experience and/or willingness to learn, listen and utilize the ELCA Coaching Ministry in growing leaders and building teams.
4. Ability to utilize metrics, congregational trend reports and demographic data in the process of the development of congregational vitality for new and existing congregations.
5. Proven effective time-management, administrative experience, ability to meet deadlines, and attention to details.
6. Exceptional interpersonal, organizational, analytical and communication skills, and the ability to work in partnership with peers, other CCL staff, synod and regional staff.
7. Demonstrated competency among communities of color; and well as with people and communities experiencing poverty. Ability to relate and communicate well in diverse cultural, ethnic and socio-economic situations and commitment to diversity, equity, inclusion, accessibility and anti-racism.
8. Active participation in a Christian congregation and God's mission.
9. Appreciation for the mission, vision, and values of the ELCA
10. Experience using Microsoft Office suite of applications, web-based communication platforms (Zoom, Microsoft Teams, etc.). Ability to learn new software and systems.

**Physical and Travel Requirements:**

**Physical Effort:** While performing the duties of this job, the employee is regularly required to talk, hear, and use hands and fingers to operate a computer and telephone. This position requires sitting for long periods of time. Reasonable accommodation can be made to enable individuals with disabilities to perform the essential functions.

**Travel Frequency:**

- N/A or Negligible
- Minimal travel; up to 5% - approximately 3 weeks
- Some travel; up to 10% -approximately 5 weeks
- Considerable travel; up to 25% - approximately 12 weeks
- Extensive travel – over 12 weeks

**Type of Travel required to perform this job:**

Position requires some overnight, domestic travel by plane, car, or van. Valid driver's license required.