

## *The Pastor's Ministry with Lake Nokomis Presbyterian Church*

As part of the pastor's annual review, please comment on the following areas of the pastor's leadership throughout this past year. Be specific. Give concrete examples. Describe what you have observed the pastor doing in these areas of leadership. Consider questions such as: What have you noticed that you appreciate? What questions do you have about these areas of the pastor's leadership? What needs of the congregation are being met or not met in these areas?

The personnel committee will collect your responses and use them to help write a report of the pastor's work at LNPC throughout the past year. You will not be quoted. Your responses will remain confidential. If there is a question or lack of clarity about what you have written, a member of the personnel committee\*\* may follow up with you.

<b>Worship Leadership</b> Preaching; leading of prayers; pastoral presence; putting together services, ensuring shared leadership with other participants and Director of Music and Creative Arts.	
<b>Theological Leadership</b> Direct teaching; infusing theology into multiple aspects of the church's ministry; empowering leaders and congregants to think theologically	
<b>Organizational Leadership</b> Session; other committees' communication; planning congregational meetings; following polity	

<p><b>Leading in Witness Outside the Congregation</b>  Present in Presbytery and aware of General Assembly activity; networking with other congregations; establishing internet presence; reaching out to persons outside of LNPC.</p>	
<p><b>Special Projects</b>  Using ~25% of time on self-directed projects which relate to the building up of the larger Church and witnessing to God work in the world.</p>	
<p><b>Interpersonal Ministry</b>  Individual pastoral care in coordination with other leaders and Parish Associate; working with other staff members; constructively addressing conflict.</p>	
<p><b>Self-Care</b>  Balancing home, work, play; limiting evening meetings appropriately (~1/wk); practicing Sabbath; working 40 hrs/week</p>	

Name \_\_\_\_\_

Date \_\_\_\_\_

*\*\* Personnel Team: Sue Goodspeed, Amy Leafblad, Brian Rainey*

## **Position Description:**

### **Pastor**

#### Primary Areas of Responsibility

1. **Worship Leadership:** preaching; leading in prayer; constructing meaningful and faithful worship services; being a public pastoral presence.
2. **Theological Leadership:** offering stimulating and theologically imaginative teaching in the congregation; infusing theology into multiple aspects of the church's life; empowering leaders and congregants to think theologically through a variety of practices.
3. **Organizational Leadership:** leading the session and other church committees; communicating effectively and clearly with staff, session, committees, and the congregation as a whole; planning church-related events; leading congregational meetings; following, and empowering other leaders to follow, Presbyterian polity.
4. **Leading in Witness outside the Congregation:** representing LNPC through active participation in Presbytery and General Assembly (as appropriate); networking with other congregations in support of the ministry of LNPC and the larger church; establishing a creative presence of LNPC on web-based and social media; reaching out to individuals outside of LNPC.
5. **Special Projects:** approximately 25% of Pastor's time will be allocated to Projects to which the Pastor feels called. These may be directly or indirectly related to LNPC, but will always relate to the building up of the Church universal and God's witness to the world through Jesus Christ.
6. **Interpersonal Ministry:** ensuring effective individual pastoral care of LNPC members and regular attendees; building teamwork with other staff members; constructively addressing conflict as it arises within the congregation.
7. **Leading in Self-Care:** balancing home, work, and play; limiting evening meetings; practicing Sabbath.