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**4000 Hudson Road, Cedar Falls, IA 50613**

**Job Title: Visitation Pastor**

Our ministry comes from Christ through the church and belongs to the whole people of God. The gospel calls all Christians to be ministers in word and deed. So, it is the privilege of every Christian to be a steward of the gospel of God's reconciling love. The whole church ministers as it celebrates God's presence, shares in the Good News, cares for those in need, and witnesses to the power of God's love.

WE TOGETHER:

1. Share in the mission which was given by Christ and involves the whole people of God.
2. Engage in ministry as we celebrate God's presence, experience renewal through the gospel, give witness to Jesus Christ, and provide care, fellowship, and support for each other.
3. Call forth leadership and equip our people for ministry in order to meet the challenges and opportunities presented us in the congregation and the community.
4. Receive the Word of God as revealed in the Old and New Testaments and witnessed to by the Lutheran Confessions.
5. Subscribe to the Constitution and Bylaws of the Evangelical Lutheran Church in America and to the constitution(s) and bylaws of the congregation(s).

YOU AS PASTOR:

1. Preach and teach the Word of God.
2. Preside at worship and administer the sacraments according to the practice of the Lutheran Church.
3. Provide pastoral care to members of the parish according to our needs.
4. Lead worship as available during Lead Pastor’s absence *(vacation, illness).*
5. Assist in development of ongoing ministries with the Lead Pastor through weekly meetings, quarterly pastoral planning, education, committees and small group ministries *(e.g. Grief Group, Care and Connect Team, etc.)*
6. Accompany members, families, and individuals in the community through end-of-life issues, including assisting Lead Pastor with funerals and ongoing grief care.

WE THE CONGREGATION:

1. Commit ourselves to the gospel by faithful participation in worship, learning, and fellowship activities.
2. Receive you as our pastor, uphold you in prayer, and accord you our love, respect, and good will.
3. Look to you to preside at celebrations of Holy Communion, and the rites of the church.
4. Commit ourselves to connecting those in need of pastoral care with pastors and the Care and Connect Team.
5. Compensate you in the following ways, which will be reviewed by Council and approved by congregational vote at annually:
6. Pay you at the rate of:
   1. **$26-30/hr** (based on pastoral experience)
7. Pay you for additional pulpit supply services according to synod guidelines when Lead Pastor is absent:
   1. Weekly Worship Single Service - **$175.00**
   2. Total mileage will be paid at the IRS approved rate.
8. Reimburse you for expenses related to our common ministry which will be reviewed annually:
9. Pay you a travel allowance of **$400.00/year maximum** **at the IRS-approved rate.**

**Note:** *This is not part of salary--it is a congregational expense. It should be adequate to cover cost of driving for the pastor to carry out the expected pastoral duties. Most equitable is to give an amount per mile according to IRS maximum.*

**Note:** *This would include the annual Synod Fall Theological Conference.*

1. Support your continuing education needs, (including the Fall Theological Conference registration fee) as approved by the church council, by providing you with **$650.00/year**.

**This agreement may be terminated by the pastor, or the congregation, with 30-day notice (*minimum is 30-day notice)*.**