

Nebraska Synod
Position Description
Director for Leadership Development

Summary of Responsibilities

The Director for Leadership Development is responsible for coordinating existing and developing new efforts to ensure faithful, dynamic, creative leadership for the congregations of the Nebraska Synod as together they pursue Christ's commission to "Go, make disciples." The Director will coordinate existing leadership-related efforts, be attuned to ongoing changes in culture and context, interpret developing needs for and trends in congregational leadership, and generally provide vision and accountability for the Nebraska Synod's efforts to raise up, prepare and support leaders, lay and rostered, for the ever-evolving needs of the church. The Director will work closely with the Synod Staff and Leadership Team and report directly to the Bishop.

Position Responsibilities: the Director for Leadership Development will

1. Lead the articulation of a clear vision for leadership development in the synod
2. Lead the fulfillment of that vision through existing and yet-to-be-developed efforts
3. Persistently prioritize leadership development within the synod
4. Provide a conduit for coordination and communication among existing and new leadership development efforts; for exchanging ideas, sharing resources and creating new opportunities
5. Focus on remaining abreast of projections, predictions, trends and ideas for the future of this culture and the mission and leadership needs of the church within it
6. Continually refine an articulation of the context for which we are preparing leaders, the roles those leaders will play, and the skills they will need for those roles
7. Coordinate definitions and processes for those varied leadership roles and for the preparation processes available for each
8. Evaluate the effectiveness of leadership development programs
9. Work closely and cooperatively with staff members and lay and rostered leaders, and the Leadership Team
10. Attend Nebraska Synod Staff meetings as required
11. Report to each meeting of the Nebraska Synod Council, attending as necessary
12. Relate to boards or committees of the Nebraska Synod, as assigned
13. Fulfill other duties as assigned by the Bishop

Additionally, with other staff the Director will:

1. Ensure administrative support for leadership development efforts
2. Cooperate with financial development efforts to ensure sustainability of leadership efforts
3. Craft and/or oversee grant proposals and grant administration
4. Lead communication and marketing for Nebraska Synod leadership development efforts in order to educate congregations and individuals and promote this work

Expectations and Requirements

1. Faith in Jesus Christ
2. Familiarity with and commitment to the Lutheran Confessions and the heritage and mission of the Lutheran Church, the ELCA and the Nebraska Synod
3. Active participation in the life of the Nebraska Synod
4. Ability to maintain confidentiality of sensitive information
5. Thorough knowledge of Nebraska Synod policies and procedures

Skills Necessary

1. Experience and familiarity with a variety of leadership styles, skills and strategies, and with evaluating and teaching such styles, skills and strategies
2. Thorough familiarity with church life at the congregational level and beyond
3. Familiarity with the polity and practice of the Evangelical Lutheran Church in America, and with the culture and context of the Nebraska Synod in particular
4. Thorough knowledge of changing cultural norms and attributes within and beyond the local congregation
5. Strong interpersonal skills
6. Effective spoken, print and electronic communication skills
7. Strong organizational skills
8. Personal initiative and ability to function responsibly with minimal supervision
9. Effective presentation skills
10. Grant writing experience preferred
11. Reliability, dependability, tact, honesty and good judgment
12. Ability to maintain a budget
13. Strong working knowledge of Office software (Microsoft Word, Excel, PowerPoint)
14. Passion and enthusiasm for the work of the Nebraska Synod
15. Flexibility, particularly with regard to schedule
16. Ability to meet deadlines
17. Commitment to continuing education and skill development
18. Openness to occasional overnight travel
19. Possess valid driver's license and good driving record.

Education/Training and Work Experience

1. Proven experience with effective leadership development
2. Bachelor's degree preferred.
3. Congregational and/or synodical staff experience preferred

Additional information:

1. This is a full-time position with compensation and benefits, including health insurance, retirement and other benefits, and vacation and other paid time off
2. This is a state-wide position, based in Omaha. Daily or near-daily commuting to the Nebraska Synod offices will be required for at least the initial several months of the position.
3. This is a grant-funded position, coterminous with the bishop (current term ending 8/31/24).

Opening Timeline: Review of applications will begin immediately, and the position will remain open until filled.

Contact: send resume and cover letter to careers@nebraskasynod.org