

Director for Leadership Development
Reports to: Bishop of the Nebraska Synod
Status: Full Time – Salaried Position



Summary

The Director for Leadership Development will direct existing programs and develop new efforts to encourage faithful, dynamic, creative leadership throughout the Nebraska Synod. The Director will provide vision and accountability for the Synod's efforts to raise up, prepare, and support lay and rostered leadership for the ever-evolving needs of the Church.

Vision for Leadership

As disciples of Jesus Christ, the Nebraska Synod equips, empowers, and engages leaders who joyfully respond to God's call with courage, resilience, and faith.

Position Responsibilities

1. Interpret, enact, and lead the synod toward the fulfillment of the Vision for Leadership through existing and yet-to-be-developed efforts and programs;
2. Direct or support leadership development efforts such as the Fall Leadership Gathering, Emmaus Institute for Lifelong Learning, First Call Formation, IDEA, Toolbox Training, Parish Ministry Associate training, Candidacy, and other leadership development efforts as they are developed and/or assigned;
3. Identify and encourage leaders throughout the synod as a member of the Nominating Committee;
4. Identify, curate/generate, and distribute resources for leaders throughout the synod which will equip and empower all people to follow God's call to faithful discipleship;
5. Connect and collaborate with leadership developers throughout the ELCA, connecting particularly to the ELCA Coaching Network as the Nebraska Synod Coaching Coordinator;
6. Work closely and cooperatively with staff members, lay and rostered leaders, and those teams and networks which may be developed to pursue the vision for leadership development in the synod;
7. Craft and/or oversee grant proposals and grant administration as needed.

General Staff Responsibilities

1. Connect with congregations, individuals, groups, and ministry sites of the Nebraska Synod through presentations and visits.
2. Work closely and cooperatively with synod staff and lay leaders, building trusting and supportive relationships throughout the synod.
3. Provide content for communication resources including e-news, mailings, website, and social media as requested or necessary to promote leadership development.
4. Relate to boards, committees and networks of the Nebraska Synod, providing support and resources as needed. Provide reports, data, and leadership in strategic vision.
5. Participate in staff meetings, Synod Assembly, Synod Council meetings, and other synod wide events as needed/requested.
6. Fulfill other duties as assigned.

Expectations and Requirements

1. Faith in Jesus Christ.
2. Familiarity with the Evangelical Lutheran Church in America (ELCA), the ministries of the Nebraska Synod, and Lutheran theology and practice.
3. Thorough knowledge of the Nebraska Synod's structure, policies, and procedures (Resources will be provided).
4. Preference will be given to applicants who are actively participating or have actively participated in the life of the Nebraska Synod.
5. Typical Workload: 40-50 hrs/week. Some evenings, weekends, and travel required.

Skills Necessary

1. Effective communication skills including spoken, print, and electronic formats as well as the ability to use a variety of social media platforms.
2. Strong interpersonal skills, active listening, trustworthy, ability to maintain the confidentiality of sensitive information.
3. Effective organizational skills, self-starter, accountable, personal initiative, and ability to function responsibly with minimal supervision.
4. Ability to work collaboratively with others, including synod office staff, lay and rostered leaders, youth and individuals of many skills, backgrounds, and life stories/situations.
5. Strong working knowledge of Apple technology, Microsoft Office, Adobe, and other appropriate software.

Education/Training and Work Experience

1. Bachelor/Masters degree preferred in a related field of study.
2. Three years of proven success and related experience in leadership development.
3. Preference will be given to applicants with higher education degrees and/or professional certification in leadership development.

Support and Resources

1. Time and financial support for continuing education commensurate with Nebraska Synod Guidelines for Compensation;
2. Ministry reviews at third and sixth months in the first year, with annual reviews in all following years.

Benefits

1. Health and dental insurance through Portico Benefit Services.
2. Retirement contributions through Portico Benefit Services.
3. 10 paid holidays and 2 personal days/year
4. 4 weeks paid vacation/year
5. Paid sick leave - accrued 1 day/month of employment, up to 66 days
6. Mileage reimbursement and/or use of Synod car pool for business-related travel

Position is open as of November 25, 2024, and will remain open until filled.

Interested applicants: email a resume and two references to careers@nebraskasynod.org

For more information, please contact Bishop Scott Johnson – scott@nebraskasynod.org