Description
Minister/Director of Congregational Care & Community Engagement

Reports to: SENIOR MINISTER, Congregational Care Ministry **Effective**: 10/13/26
Directly Supervises: N/A
Status: PART-TIME
FLSA: EXEMPT
Pay Range: $20-30/hr commensurate with experience + mileage reimbursement at IRS rate

Ministry Alignment: CONGREGATIONAL CARE MINISTRY, CONGREGATIONAL OUTREACH MINISTRY

Job Summary
This position nurtures the spiritual growth and development of our congregation and visitors by providing compassionate care and leading outreach efforts to drive community engagement and church growth.

Essential Functions:
- Complementing the work of the Senior Minister and the laity in providing for the regular visitation of the homebound, those in nursing homes, and the chronically ill;
- Provide additional pastoral care to members and friends of First Central in consultation with the Senior Minister
- Contacting and/or visiting visitors and prospects for membership;
- Providing leadership in the areas of community engagement and membership growth;
- Providing support and care in the absence of the Senior Minister;
- Meeting with relevant ministries and teams, as needed;
- Performing other duties related to the foregoing as directed by the Senior Minister.

Other Responsibilities:
- Attend and participate in regular staff meetings at the direction of the Senior Minister.
- Attend the meeting(s) of their respective ministr(ies).
- Performing other duties related to the foregoing as directed by the Senior Minister.

Minimum Qualifications:
- Ministerial experience and authorization or an equivalent background, such as counseling, social work, or other caring professions.
- If an authorized minister, this employee will be expected to hold ministerial standing with the Living Waters Association of the Nebraska Conference of the United Church of Christ.
- Employment is contingent upon meeting criteria of a background check as defined by the organization.
- Willingness to engage in additional training as required.

Physical Requirements:
- Valid driver's license, reliable transportation, and current auto insurance required due to responsibility for making visits to homebound and hospitalized members.

Core Competencies:
- **Mission Ownership**: Demonstrates understanding and full support of the mission, vision, values, and beliefs of First Central Congregational Church. Can express their individual perspective of values to others.
- **Spiritual Maturity**: Models and develops humility, teachability, accountability, and servant leadership.
- **Compassion and Care**: Exudes a natural sense of care for the well-being of others; responds with empathy to the life circumstances of others; communicates a sense of support in his or her very presence; demonstrates appropriate and boundaried expressions of care.

- **Integrity and Trust**: Is seen as trustworthy by others; practices direct, honest, and transparent communication; keeps confidences; admits mistakes; doesn't operate with hidden agendas; responds to situations with consistency and reliability.
- **Interpersonal Skills**: Establishes good working relationships with all others who are relevant to the completion of work; works well with people at all levels of the congregation; builds appropriate rapport; considers the impact of his/her actions on others; uses diplomacy and tact; is approachable; avoids communication triangles.
- **Listening**: Engages in thoughtful and attentive listening; listens beneath the surface for real intent that may contradict the spoken message; overcomes personal bias to genuinely hear the ideas and concerns of another; can describe the perspective of another, even when he/she disagrees.
- **Time Management**: Is able and willing to focus time on tasks that contribute to organizational goals; Uses time effectively and efficiently; values time and respects the time of others; concentrates his/her efforts on the most important priorities; can appropriately balance priorities.
- **Verbal Communication**: Is able to deliver a message clearly, articulately, and with appropriate emotion in a variety of settings; demonstrates communication styles appropriate to the situation at hand; adjusts the message, without losing the essence of the message, depending upon the circumstance and the listener.

Organizational Competencies:

- **Team Orientation**: demonstrates interest, skill, and success in team environments; promotes group goals ahead of personal agendas; steps up to offer self as a resource to other members of the team; understands and supports the importance of teamwork; shares credit for success with others, takes responsibility for his or her part in team failures.

Managerial Competencies:

- **People/Volunteer Management**: Provides direction, gains commitment, facilitates change, and achieves results through the efficient, creative, and responsible deployment of volunteers; engages people in their areas of giftedness and passion.

Ministerial Competencies:

- **Visitation**: Moves comfortably and easily around those who are ill or suffering; generates a sense of calm, hopeful presence; offers appropriate prayers and facilitates rituals that invite healing; demonstrates appropriate personal boundaries when caring for the ill and dying; stands as a calm, sure presence in the face of death.
- **Outreach/Community Engagement**: Stands ready to articulate the mission of the congregation to current and prospective members, builds meaningful relationships beyond the church walls, organizes community support initiatives, and cultivates partnerships with local organizations; supports a culture of outreach, witness, and ministry growth.
- **Membership Development**: Supports the membership process of the congregation with a well-defined articulation of membership and its benefits; actively connects visitors with the life of the congregation in ways that support membership commitment and growth; understands the membership process of the congregation as a system that incorporates hospitality, welcome, orientation, membership, and deployment.