



## Position Description

### Director of Ministerial Health and Development

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**Reports to:** Superintendent  
**Hours:** Full-time  
**Status:** Exempt

#### Position Summary:

The Director of Ministerial Health and Development will encourage Covenant pastors, staff ministers, and their spouses to grow deeper in their relationship with Christ and to grow more faithful and fruitful in relationships with others, especially with those whom they are called to serve. Although individual care and support is provided when requested or needed, our primary goal is to develop and sustain a conference culture of healthy, missional pastors/staff who are consistently engaging in mutual accountability partnerships, affinity groups, mentoring and advocacy options, continuing education and retreat opportunities, and other peer gatherings that build Christ-like character, competency and constancy. The Director of Ministerial Health and Development will focus on developing pastors and staff ministers to be developers of lay leaders in their congregations.

Specifically, the Director of Ministerial Health and Development shall work closely with the Superintendent and NWC staff, as well as serve as a conference representative/ECC representative as needed.

#### Responsibilities:

##### Ministerial Health

- Develop a strategy to coordinate care/support of pastors/staff/spouses
- Develop and guide Clergy Care Teams as needed in partnership with Serve Clergy
- Partner with the NWC Ministerial Association
  - a. Standing member of the Committee on Ministerial Standing (COMS)
  - b. Serve as liaison to Ministerial Health and Development Committee (MCDC)
  - c. Serve as liaison to NWC Spiritual Directors Network
  - d. Serve as liaison to NWC Chaplains network
- Coordinate with NWC staff to strengthen District Clergy gatherings
- Pilot resourcing and support groups as needed, such as:
  - a. Pastors nearing retirement
  - b. Pastors in vocational transition
  - c. Pastors in their first call
  - d. Bi-Vocational pastors

**Ministerial Development**

- Serve as resource and advocate for credentialing in the ECC
- Support and resource local church Pastoral Relations Committees and Leadership Teams in matters related to Ministerial Health and Development
- Work with the Director of Administration to identify mentors for those in the orientation/credentialing process
- Work with pastoral search committees as assigned by the Conference Superintendent
- Serve as primary liaison for EQUIP seminary cohort in partnership with North Park Theological Seminary

**Qualifications:**

- Possess a deep faith in Jesus Christ, a commitment to the ECC's affirmations and the NWC's priorities and practices
- Significant pastoral experience within the Evangelical Covenant Church
- Ordination with the Evangelical Covenant Church
- Lifelong learner who can identify and highlight best practices, trends and research
- Wisdom/Discernment
- Track record of identifying and developing leaders
- As the NWC is a small team, basic administrative and technical competencies are expected

To apply, make sure your Covconnect profile is up to date, and send a letter of interest to Superintendent Kara Stromberg, stating why you'd be a good candidate to join the NWC team in this role, and how you hope to grow this area of ministry in the Northwest Conference. Application review will begin Oct. 20, 2025.

Applications can be sent to [cheryl@northwestconference.org](mailto:cheryl@northwestconference.org)