



Lead Pastor at NewDay Covenant Church

About Us: NewDay Covenant Church is a welcoming, committed community of approximately 40 people of all ages and life stages affiliated with the Evangelical Covenant Church (ECC). Our community is warm, authentic, faithful, and hospitable in a casual, nontraditional setting. NewDay started as a church plant in 2009 and has met in a variety of spaces: the local YMCA, a taco restaurant, and currently in a historic cabin belonging to the Izaak Walton League. NewDay Covenant is located in Rochester, MN, a diverse and growing medium city of approximately 120,000 people, known for its medical (Mayo Clinic) and technology industries. Our website:

<https://www.newdaycov.org/>

Our Mission: We are a community of real people from all walks of life, ignited in our commitment to reach others with the message and love of Jesus.

Our Vision: NewDay reaches out to children, youth, adults, and families so they can experience the life-changing difference that comes from knowing and following Jesus.

Job Description: The Lead Pastor is the spiritual leader and guide for our congregation who leads us to fulfill NewDay's vision and mission in creative new ways in our community. The Lead Pastor is called to provide pastoral leadership and care to our congregation through preaching, teaching, administration of the sacraments, discipleship/spiritual guidance, church governance in partnership with the Leadership Team, and visitation. The Lead Pastor will also provide leadership to the Worship Team and other NewDay Staff (part-time worship planning coordinator, part-time children's ministry coordinator).

Qualifications: This position is posted as full-time (30-40 hours/week) but we are enthusiastically open to talking with part-time or bivocational applicants. Our priority is fitting with a pastor who shares our values and personality. Applicants must hold a ministry or bi-vocational ministry license in the Evangelical Covenant Church (ECC) and

be ordained or open to pursuing ordination. If an applicant is licensed or ordained in another denomination, they must align with the ECC affirmations and be willing to transfer licensure or ordination to the ECC. See the ECC website for information on compatibility: <https://covchurch.org/who-we-are/beliefs/>

Chemistry with New Day:

- Build and nurture authentic intergenerational relationships with warmth and humor.
- Keep Christ at the center of relationships, worship, and church activities, valuing people over programs.
- Enjoy collaborating with staff and lay leaders in servant leadership.
- Be flexible, self-led, and entrepreneurial in fulfilling job responsibilities.
- Embrace and initiate creative ideas.
- Preach and teach effectively with a gift for articulate communication in a dynamic, engaging, and compelling fashion.
- Have ministry experience and desire to grow in leadership.
- Be excited about growing and developing the church.
- Demonstrate a high degree of spiritual and emotional maturity.

Shared values with New Day:

- Uphold the six Covenant Affirmations.
- Value and practice prayer as central to healthy leadership and worship.
- Profess strong love for, and personal faith in, Jesus Christ.
- Accept the Bible as the only perfect rule for faith, doctrine, and conduct.

Responsibilities with New Day (*additional expectations for full-time candidates):

- Preach 44 Sundays/year.
- Equip and motivate the congregation to spread the Good News to their families, their communities, and the world through NewDay and individual ministries.

- Administer the sacraments of Baptism and Communion in keeping with the Evangelical Covenant Church policy.
- Officiate at weddings and funerals.
- Supervise church staff (2 part-time staff: worship planning coordinator, and children's ministry coordinator).
- Encourage development of pastoral and lay leadership and NewDay staff.
- Collaborate with staff, lay leaders, and the congregation to establish, develop, and participate in ministries (church, local, and global) which align with NewDay's mission and vision.
- Oversee all ministry teams of NewDay Covenant Church.*
- Oversee the pastoral care ministry of NewDay Covenant Church.*
- Oversee the congregational care ministry of NewDay Covenant Church.*
- Actively facilitate building community relationships outside the church.*
- Support, affirm, and develop NewDay's Vision and Mission to grow the church in relational depth, attendance, and diversity.*

Benefits:

- Full-time salary range is based on years of experience: \$55,350-\$68,300.
- If part time or bivocational, salary range would be pro-rated for number of hours.
- Medical insurance (various options).
- Paid time off (160 hours/year, pro-rated for part-time).
- Defined sabbatical schedule.
- Conference and continuing education allowance (10 days/year, financial reimbursement).
- Pension.
- Support with moving expenses.

Contact:

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