



510 8TH STREET
PO BOX 580 | HAWLEY, MN 56549
(218) 483 - 3396 | HLC@HAWLEYLUTHERAN.ORG
WWW.HAWLEYLUTHERAN.ORG | SOCIAL MEDIA: @HAWLEYLUTHERAN

HAWLEY LUTHERAN CHURCH | PASTOR OF DISCIPLESHIP AND CARE

STATUS: Full-time call or Part-Time Call

BENEFITS: Full Family Health Insurance, Retirement Account –based on years of service, PTO/Vacation –based on years of service, Continuing Education Funds -budgeted

ABOUT HAWLEY LUTHERAN

Affiliation: LCMC

Attendance: 300

Hawley Lutheran Church (HLC) in Hawley, MN is a church with a mission to **Know, Grow and Go**, as we pursue our vision of **welcoming all people to lifelong faith in Jesus Christ**. HLC celebrates 125 years of ministry in 2023. However, this congregation doesn't act its age – it is young and vibrant, while also benefiting from elders who are excited for the future. The facility sits on a city block, directly adjacent to Hawley High School, with additional Hawley Public Schools facilities and field a short distance away. HLC is beautifully maintained, with an office and gathering hall built in 1997. The sanctuary and several classrooms were built in 1969, and an older addition (Hauge Wing) was completed in 1954. All areas are set to get a refresh during our building projects that are soon to begin.

While rooted in our Lutheran heritage, HLC sees itself as a church that welcomes all people to lifelong faith in Jesus Christ, regardless of church background or denominational affiliation. HLC welcomes people from a variety of backgrounds (Baptist, Catholic, Assembly of God, Foursquare, Presbyterian, non-denominational, etc.) We believe our present and future as a church has positioned HLC to orient our ministries and mission to draw all people, with an intentional focus on young adults and young families, as well as the un-churched, de-churched and seeking.

The past three years have been focused on intentional leadership development in all areas of the church, equipping and encouraging our Vision Council, Staff, Ministry Teams and Volunteers to experiment, create, introduce and implement new initiatives that align with this mission and vision. We have recently completed an intentional strategic needs assessment for our congregation and facility. Our goal of this process was to create a church that serves both HLC's mission and vision, while also opening our doors to other groups and organizations in our community. The resulting capital campaign is set to begin in in September 2023, with a building project to follow.

ABOUT HAWLEY:

Hawley is a community of 2,500 located approximately 25 miles from the Fargo, ND/Moorhead, MN Metro Area and 25 minutes from Detroit Lakes, MN and Minnesota lakes country. It is a quick and easy commute and many members of our community and church work in FM or Detroit Lakes. As a result, our community is growing and is expected to continue to do so. Our school district is well known for their dedicated staff, quality of education and community support. A referendum was recently passed and construction of a new middle school and addition to existing schools is set to begin in 2023.

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WELCOMING ALL PEOPLE TO LIFELONG FAITH IN JESUS.**

KEY AREAS OF MINISTRY

Worship and Music:

Hawley Lutheran offers two worship services. Our Sunday Traditions worship is rooted in our Lutheran background, filled with hymns, liturgy, call and response. During the school year, we have an adult choir that shares music each month, presents a Cantata each Christmas. Communion is celebrated on the first and third weekend of the month. Our Wednesday Modern service is gathered at 6:00 p.m. weekly September – May. This service is led by a Worship Team, is loosely structured, laid back and is attended by many kids, youth and families. Communion is celebrated the second and fourth week of the month. We also are working to intentionally bring our two services together throughout the year, with blended services.

Treasure Kids Ministry:

Hawley Lutheran Treasure Kids is our ministry to children PreK – 6th Grade. HLC offers Treasure Kids both Sunday and Wednesday, September – May. In addition, we host a yearly VBS that is well-known and attended, drawing over 100 kids and 50 volunteers each year. Treasure Kids also hosts quarterly family events to build community: Trunk or Treat, Live Nativity + Christmas Program, and Easter Egg Hunt. This ministry is experiencing rapid growth and is tremendous volunteer support, led by a staff member and Christian Education Team. Treasure Kids uses Orange Curriculum in all areas and we are proud to be an Orange church.

Confirmation/Teen Ministry:

Hawley Lutheran Confirmation and Teen Ministry is in the process of rebuilding. We have made significant strides in our confirmation program (grades 7 – 10). We also completed our first mission trip in several years in 2023. Confirmation is serving as our foundation, as we build community and disciple our teens. Our goal is to grow our teen ministry in the years to come. Confirmation also uses Orange Curriculum, with lessons on Catechism.

Outreach Team Ministry:

The Outreach Team at Hawley Lutheran Church is committed to sharing the love of God in our community through various projects and initiatives designed to invite all members of Hawley Lutheran to care for and serve the community. The team is vital to the ongoing outreach of our community, leading the way for our congregation to serve our community, region and beyond.

Staff Development:

HLC has identified that healthy staff and teams are vital to healthy churches. We are working to create a culture in which our staff “plays” – creative ideas are shared, community is built, and all team members are encouraged to share the burden and joy of ministry. We are intentionally focusing on a culture of trust, excitement, vision, bouncing ideas, trying new things, and running the ball as a team. We seek to identify the gifts of each member of our Staff and celebrate all wins for the glory of God. When one has success in ministry, the Church is blessed.

We are working toward a culture of health for all staff. This includes: weekly Sabbath and regular vacations, so that all staff are emotionally, spiritually, relationally healthy leaders. (Soul Care, Self Care, Spouse/Family Care)



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AREAS OF GROWTH

Pastoral Care:

Due to the size of the congregation, potential for growth and the spiritual gifts of our Lead Pastor, Pastoral Care for all people is a current area need. Specifically, HLC has identified the need for an individual called to provide visitation for members/friends who are home-bound and for residents of care facilities, to provide leadership of our Senior Adult Ministry (Xtra Years of Zest), to facilitate and grow the Befrienders Ministry, while sharing ministry and accountability with our Lead Pastor. HLC recognizes that Pastoral Care is needed and important at all life stages, to include baptism and related instruction, weddings, and premarital counseling (as requested), funerals, and keeping abreast of life changes, including births, illnesses, hospitalizations, etc.

Discipleship:

Due to the size of the congregation, potential for growth and the spiritual gifts of our Lead Pastor, Discipleship, specifically of children and families, is a current area of need. Specifically, HLC has identified the need for an individual to champion the discipleship of women, men, couples, family units and volunteers. Working with our Christian Education Team, we long to see bible studies created and fostered, robust opportunities for volunteer development and support, and opportunities such as retreats, adult studies, and meaningful faith connections across the church community.

Staff Development:

Due to the size of the congregation, potential for growth and the spiritual gifts of our Lead Pastor, Healthy Staff Development is a priority. We are working toward a culture of health for all staff. This includes weekly Sabbath and regular vacations, so all staff are emotionally, spiritually, relationally healthy leaders. (Soul Care, Self-Care, Spouse/Family Care). The individual called to this position will be a vital part of working with our Pastor and staff to create and maintain this vision of healthy staff culture.

CURRENT STAFFING

Lead Pastor

Interim Care Pastor – ¼ Time

Kids Ministry Director – ½ Time

Office Manager – ¾ Time

Ministry Assistant – ½ Time

Custodian – ½ Time

Modern Worship Director, Organist, Choir Director – hourly (about 10 hours/week)

Goals:

Increase Kids Ministry to Full Time (1 – 2 years)

Hire Teen Ministry Director (3 – 5 years)

Potential Call of Third Pastor (5 – 7 years)

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THE CANDIDATE

The incoming **Pastor of Discipleship and Care** will express a passionate and unwavering love of Jesus Christ.

This individual will be a relational person, who can easily communicate with people, regardless of age, with love, honor, respect, and welcome.

This individual will identify pastoral care and visitation as their primary calling, with identified spiritual gifts of shepherding, compassion, mercy and presence.

The individual will be organized, engaging, self-motivated and directed, with a deep love for the word of God and a desire for people to grow through scripture, study, community, and service. The outcome of these gifts will be the creation of opportunities such as studies, events, training, and service opportunities.

This individual will share preaching responsibilities (as assigned by Lead Pastor) and preside over baptisms, weddings and funerals, as assigned or appropriate.

This role presumes an understanding of and adherence to the mission, vision, and direction that Hawley Lutheran Church has identified. This role will provide a critical partnership with the Lead Pastor in implementing the mission, vision, and direction across the life stages.

THE QUALIFICATIONS

Demonstrate a personal relationship with Jesus Christ.

Genuine passion for the Gospel, with a heart oriented to mission and outreach.

Excellent bible-based preaching, teaching, and communication.

Theological Degree (or in process of) – preferably an M.Div. from an accredited Theological Seminary.

Ordination, or ability and desire to be ordained, within LCMC.

Appreciation and alignment with Lutheran Theology and doctrine.

Understands the importance of continuing to move HLC toward their identified ministry mission and vision.

Openness to trying new things, experimenting with new models and methods of ministry.

Awareness of spiritual gifts, strengths and weaknesses.

Experience in innovation, trial and error, success and failure.

Humble, teachable and desire to continue learning.



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HLC is open to persons new to ministry or in the process of discerning a call to ministry, who demonstrate an eagerness to learn, and values the heritage and present ministry, mission and vision of HLC.

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