

Becoming a Pastor at Bethany Lutheran Church



Bethany Lutheran Church is located in the community of Cherry Hills Village, which borders on the city of Denver, Colorado. Bethany has a history in Denver that dates to the founding of Colorado as a state. Situated on a hilltop with views of the Rocky Mountains, Bethany has been called “The Beacon on the Hill.”

Bethany is a church that operates from its core values for:

- **Providing deliberate Christian Education/Faith Formation**, supported and sustained over a lifetime;
- **Being a Community of Believers**, welcomed in love, united in Christ, saved by Grace, connected through worship, fellowship and service;
- **Providing a Spiritual Home of inspired worship**, uplifting music and powerful connection to the Word;
- **Being the Hands of God**, for service in our communities; and
- **Pursuing Opportunities for Growth**, in our faith, commitment, and outreach.

Bethany is seeking a pastor. And in an intense self study the 2014/15 Transition Team has done much thoughtful and prayerful work toward discernment, so we know what we as a congregation are seeking in a pastor.

You, and we, understand that a call to be a spiritual leader carries certain universal requirements. Richard Rouse (2015) writes that “... (there are) necessary characteristics that every leader should demonstrate in his or her life and especially in regard to service in the church. The list of essentials included the presence of a strong and vibrant faith, serving with a non-anxious presence, knowledge of ministry context, paying attention to accountability and communications, following through on tasks and responsibilities, and being mission-oriented. This last characteristic ... (helps us remember) the church is not “our” church, but it is

Christ's church, and Christ's alone. The mission that Christ has given us is clearly stated in Matthew 28:19-20. We are to go into the world to make disciples."

The Bethany Transition Team did extensive study of our church, its congregation and staff, its needs for development and maintenance of its infrastructure, and its needs for the future. The Transition Team conducted numerous interviews, individual and group conversations, conducted and carefully analyzed a congregational survey completed by nearly 600 of our regularly attending souls, and engaged in many prayerful and collaborative discussions to identify our needs and our desires in regards to pastoral leaders.

What follows are the main points of what we discerned about the person we are seeking to be a pastor at Bethany Lutheran Church.

1. One who understands and appreciates working within a team-oriented leadership model. Bethany is building an organizational structure that is more organic than hierarchical, and that includes a directors/associates in ministry/pastors level of shared leadership.
2. One who values lay leadership working in partnership with staff leadership, and who has the ability to empower staff and lay leaders to be discerning and effective leaders of our church.
3. One with management skills that complement, rather than overshadow the pastoral care role.
4. One who brings a dynamic and inspirational preaching style and who values the achievement of awe-inspiring worship experiences through the synergy of an excellent and varied music program and delivery of The Word.
5. One who is comfortable with and recognizes the value of traditional Lutheran worship, along with a willingness to work with other worship leaders to develop additional and artistic forms of worship that meet a need in our population and help Bethany maintain a unique identity.
6. One who appreciates the value and extent of his or her own pastoral gifts, and who recognizes the source of those gifts with gratitude and humility.
7. One who seeks to achieve a balance in life between service to the church, continued growth as a minister, family needs, and self care.

8. One who understands the value of Lutheran Christian education in the development of our children, youth, and young adults as people of God, and who also values the continuing education we need as adults and elders in our own spiritual development and application of our faith to our daily lives.

9. One who understands the care and ministry inherent in everyday relationships and Sunday conversations, who brings those qualities of compassion, patience, humor, kindness and authenticity to those relationships.

10. One who is highly knowledgeable regarding scripture and context, and who can communicate, illustrate, and make accessible those principles and teachings to be found in our and other faith traditions. Bethany's members traditionally have a great value for understanding.

We very much appreciate your considering Bethany as a possible call. Our Call Committee will be able to provide help in this discernment, and will have other transition documents available that will enlarge on this summary and bring light to our vision for mission and what we are about as a church.