

TITLE: Director of Mission Identity & Service
DATE OF LAST REVIEW: 3/1/2024
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The Purpose and Ministry of the Director of Mission Identity & Service

The Director of Mission Identity & Service of Lutheran High School serves a primary role in fostering the mission, values, and commitment to service within the context of Lutheran faith. This leadership position is responsible for promoting a culture of mission identity and alignment, spiritual growth, social responsibility, and service engagement among students, faculty, staff, and stakeholders.

Accountability

The Director of Mission Identity & Service is accountable to the Head of School and the Principal of Lutheran High School for the performance of his/her responsibilities as outlined. Annual performance goals will be established.

Terms of Service

The Director of Mission Identity & Service is a called position. It is assumed that, given a positive performance review, employment will be ongoing. Status as a(n) Ordained or Commissioned Minister of the Lutheran Church – Missouri Synod (divine call) shall be made to individuals who qualify. Salary and benefits are established by the current compensation model as outlined in the current Personnel Handbook and chosen by the employee. This position is full time at 11 months.

Qualifications

- A deep commitment to Lutheran faith and values, with a demonstrated understanding of and alignment with the school's mission and ethos.
- Holds or is willing to transfer active membership to a Lutheran Church-Missouri Synod congregation which is a member of the Association
- Possess a master's degree in areas related to organizational leadership, education and/or theology.
- Candidates have a minimum of five years' experience in a position requiring leadership, management, and strategic planning and direction. Experience in Lutheran education is preferred.
- Demonstrates an understanding of and has successful experience with the administrative processes of financial management, organizational leadership and advancement in educational institution.
- Organizational skills and attention to detail, with the ability to plan, implement, and evaluate mission-driven programs and initiatives.
- Commitment to ongoing personal and professional growth, including participation in relevant training, development, and spiritual formation activities.

Positional Responsibilities

Mission Integration:

- Ensure alignment of all school activities, programs, and initiatives with the LHS mission, vision, and values rooted in Lutheran faith.
- Lead efforts to integrate faith-based principles, ethics, and teachings into the curriculum, extracurricular activities, and daily life of the school community.
- Develop plans and initiate programming for the “Small Groups.”

Service Learning:

- Design and oversee service-learning initiatives that engage students in meaningful volunteer work and community service projects.
- Establish partnerships with local organizations, charities, and churches to facilitate service opportunities and outreach programs.
- Coordinate service trips, mission projects, and international immersion experiences to broaden students' perspectives and deepen their commitment to service.

Instruction:

- Serve as a part-time teacher in the theology department under the direction of the Department Chair.
- Stay informed about current trends, best practices, and research in Lutheran education, mission identity, and service learning.
- Participate in professional development opportunities, conferences, and networks to enhance expertise and effectiveness in the role.

Outreach:

- Assist the Head of School with LHS Sunday visits and serve as the guest preacher/liturgist.
- Build relationships with the LHS Association Pastors, DCE's, Principals, and Teachers in order to engage with them, as needed.

Spiritual Formation:

- Contribute to the Social/Emotional/Spiritual Counseling of students and staff members.
- Develop and implement programs and resources to support the spiritual formation and growth of students, faculty, and staff in conjunction with the Worship & Performing Arts Coordinator.
- Provide care, counseling, and support to individuals in need, fostering a caring and nurturing environment.
- Provide training, guidance, and support to faculty and staff on integrating faith and service into their roles and responsibilities.