



Otter Creek Church Elder Job Description

In the biblical model of faith communities having Elders to pastor and oversee the church, Otter Creek's Elders offer pastoral care to OC family members, provide theological direction, and serve in a leadership role for our church.

Responsibilities:

- Pastoral Care
 - Focus on the primary responsibility of pastoral care for the church. Elders function in pastoral teams with two or three other Elders to care for a subgroup of the church referred to as flocks. The teams actively seek out prayer requests from flock members and pray for the members, build relationships with members, provide counsel when sought by members, and hold members accountable when necessary.
 - Meet monthly as a pastoral team to pray for their flock members, any note writing to members, and planning on how to meet pastoral needs of the flock
 - Are available in prayer rooms as scheduled.
 - Pastorally encourage the staff.
 - Adhere to Otter Creek's Confidentiality Policy.
- Theological Direction
 - Love and respect scripture, however an Elder need not be a theologian. On occasion, shape the theological direction of our church by weighing in on theological issues that arise.
 - Listen to other Elders and the church well while discerning how the Spirit is leading our church through the continually unfolding story of God's work in the world.
 - Work collaboratively towards building consensus views on theological matters.
 - Partner with the Preaching Minister on important theological conversations.
- Leadership
 - Creatively think about the future of Otter Creek's role in the Kingdom of God and cast vision for the church.
 - Model Christ-like behaviors by being kind, rising above partisan politics, following OC's social media policy, etc.
 - Attend All Elder meetings as scheduled.
 - Honor confidentiality of Elder meetings. Speak supportively about elder decisions and other Otter Creek leaders in public.
 - Exemplify respect for roles and processes. Work within the Elder Structure as approved by All Elders. Shepherds respect the work of staff and deacons by not micromanaging and by assuming good intentions from others.
 - Rely on the Decision Matrix as approved by the All Elders.

Desired Characteristics:

- Love for Jesus, for Kingdom work, and for Otter Creek Church



- Strong relational skills, positive attitude, and patience under pressure
- Ability to challenge people in truth and love
- Strong desire to lead people deeper into the Jesus story
- Five years or more of membership at Otter Creek
- Ability to communicate via text, phone, and email in a timely manner