



Settled Pastor - A Partner in Mission, Ministry, and Growth

About Us

Elim Lutheran Church is a Christ-centered congregation with deep roots and new life. For more than 150 years, God has used Elim as a lighthouse of faith in Randall, Iowa — a small town with a big heart and a growing reach.

Our people come from several nearby communities and school districts, united by a shared faith and a desire to live out the gospel in everyday life. Rooted in Lutheran theology and Scripture, we're entering a season of renewed energy, hope, and growth.

We're ready to welcome a settled pastor to partner with us in mission, ministry, and growth — someone who leads with both a visionary spirit and a shepherd's heart.

The Opportunity

We're looking for a pastor who will:

- Preach and teach God's Word with clarity, conviction, relevance, and grace.
 - Lead worship that honors tradition while inviting authentic participation.
 - Provide pastoral care that reflects compassion, presence, and prayerful wisdom.
 - Equip and empower others for ministry and discipleship.
 - Collaborate and partner with the Church Council and ministry teams to shape mission and direction.
 - Build relationships within the congregation and community, helping others encounter the hope of Christ.
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What We Value

- Visionary leadership with a shepherd's heart.
 - Faithful teaching rooted in Scripture.
 - A collaborative approach that listens well and leads with humility.
 - Clear, compassionate communication.
 - Creativity and comfort using technology as tools for ministry.
 - A deep love for people and a desire to help the church grow in health and reach.
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Ministry Snapshot

- **Worship:** One Sunday service (modified traditional liturgy with choir; monthly Communion)
- **Education:** Children's Sunday School, Student Confirmation, and Adult Bible Study
- **Community Life:** Fellowship meals, service projects, intergenerational events
- **Partnerships:** Riverside Bible Camp, local churches, and mission organizations
- **Average Weekly Attendance:** ~130 (including children)



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- **Financial Health:** Operating at a surplus
 - **Facilities:** Renovated parsonage (5 bed / 3.5 bath, 1,500+ sq. ft.), ADA accessible church entry, updated AV, livestreaming
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Qualifications

- Subscribes to LCMC's Statement of Faith and Pastoral Admonition, including the characteristic practices of the sacraments in the Lutheran tradition.
 - Bachelor's degree and/or Master of Divinity (or equivalent) preferred.
 - Demonstrated experience in preaching, teaching, and pastoral leadership.
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Reporting & Collaboration

The pastor reports to the Church Council and serves as the spiritual and ministry leader of the congregation, working collaboratively with staff, teams, and volunteers to fulfill Elim's mission.

Compensation & Support

Compensation and benefits are commensurate with experience and follow LCMC and district recommendations. Housing is available through the church parsonage. Continuing education and sabbath rest are valued and encouraged.

Who We're Praying For

We're praying for a pastor who loves Jesus deeply, loves people sincerely, and leads with both conviction and grace.

Someone who can teach the Word of God faithfully, nurture community intentionally, and inspire us to live out the gospel in all we do.

Interested?

We'd love to begin a conversation.

Please review our *Congregational Profile* and reach out with your expression of interest to the contact below. Together, let's discover what God will do next at Elim Lutheran Church.

Initial Point of Contact: Betsy Warburton, Elim Lutheran Transitional Call Committee

Email: betsywarburton1@gmail.com

Please Include: Elim Lutheran Church Call Committee in the Subject Heading and response to: *Describe your personal call to pastoral ministry.*