

Parish Nurse
First Lutheran Church
Detroit Lakes, MN
Revised March 2025
Position Description

Position Title: Parish Nurse
Status: NON-EXEMPT – Part Time (8-10 hrs a Week/40 hrs a month max)
Hourly Range: \$30.00 to \$33 per hour
Benefits: PTO and paid holidays, paid parental leave, continuing education, and others as defined by Employee Handbook
Reports to: Lead Pastor

Primary Objective of Position:

Assist with visitation ministry and promote overall wellness in the congregation through various programming (e.g. facilitating education opportunities, fitness classes, special health events, etc.) to help the congregation of First Lutheran Church (FLC) achieve broader spiritual, emotional, and physical health.

Areas of Responsibility:

❖ General Congregational Care/Visitation Ministry

- Alongside the pastors, provide supplemental pastoral care and visitation to church members to offer presence and support to those who are lonely, ill, bereaved, or in crisis.
- Supervise and lead the lay Visitation Team of FLC.
- Help the congregation understand the relationship between their faith and their overall health.
- Occasionally work with and lead other ministry groups of FLC in achieving the primary objective of the position.
- Provide general health consultation as needed to the members of FLC.
- Communicate with other health professionals or resources as needed to meet the needs of members seeking parish health consultation.
- Be an agent of health referral for the people of FLC, and help identify various support groups within the congregation and the community that could be a resource to a congregation member in need.
- Encourage the people of First Lutheran to advocate for their own health and help members and their families make decisions regarding health, medical services, care facilities, as well as documenting such assessments, diagnoses, interventions, and outcomes.

❖ Parish Health Programmatic Coordination

- Act as the primary health educator and promoter for the parish health of First Lutheran Church through various programming: special health events, education opportunities, fitness classes, communication through various FLC media.
- Lead volunteer groups where necessary in achieving the ministry goals of parish health.
- Contribute parish health related articles to the newsletter of FLC.
- ❖ As a part of an integrated staff, keep regular office hours as specified below, participate in weekly staff meetings, ministry planning meetings, and retreats as scheduled.
- ❖ Maintain a high level of confidentiality.
- ❖ Enact the mission of FLC in support of the pastors, staff, and congregation.
- ❖ Other duties as assigned.

Required Knowledge, Skills, and Abilities:

- a. Basic literacy in Lutheran and biblical theology
- b. Licensed in the state of Minnesota as an RN
- c. Willingness to engage basic parish nurse training; and/or a willingness for theological and congregational care training (SAM Program)¹
- d. Community/Public Health Experience
- e. Possess communication and organizational skills
- f. Interpersonal skills to the level of working effectively with other employees, congregation members, and visitors
- g. Competency in public speaking and teaching

SCHEDULE:

- OFFICE HOURS: Tuesdays & Thursdays 9:00 AM – 11:00 AM
- FLEXIBLE NON-OFFICE HOURS (+/- 4 to 6 hours a week): as needed according to visitation and programmatic responsibilities, within monthly cap
- Occasional presence at Sunday and Wednesday worship services

OFFICE LOCATION

- First Lutheran Church, Detroit Lakes, MN

¹ Applicants willing to take on this training will be prioritized during a hiring process; said training costs will be covered by the First Lutheran Church.