

**Faith Community Nurse  
Salem Covenant Church  
Job Description**

**Reports to:** Executive Pastor  
**Status:** Part-Time  
**FLSA:** Non-Exempt

**Position Summary:** The Faith Community Nurse oversees the health ministry of Salem Covenant Church by encouraging people of all ages, both individually and collectively, through education, referral to community resources, spiritual guidance and support.

**Essential Functions:**

- Serves as a health educator by working with the Health Ministry Team to develop and plan a comprehensive health ministry, providing assessments and health screening activities for the congregation, and promoting health education.
- Acts as health counselor by assisting individuals and families to adopt life style changes that promote wellness and minimize the complications of illness.
- Visits church members/friends and coordinates visitation activities with clergy and other church ministries (e.g. Caring Friends Ministry).
- Serves as volunteer coordinator in recruiting and preparing volunteers as they assist with the various components of the health ministry.
- Develops a working knowledge of the available health resources within the community and serves as a liaison and advocate between the church and community resources.
- Serves as a role model of good health practices and interpreter of relationship between health and faith.
- Identifies emerging health issues related to the health of the congregation.

**Other Responsibilities:**

- Actively pursues professional development by participating in continuing education programs and classes related to faith community nursing.
- Networks with other Faith Community Nurses in the Twin City area, state and nation.
- Maintains appropriate health ministry records and documentation, while upholding professional/ethical standards and confidentiality.
- Integrates and applies spiritual principles to all aspects of health and illness.
- Supports Salem's mission, ministries, policies and procedures.
- Oversees and administers the Health Ministry budget.
- Function collaboratively with staff and ministry teams.

**Minimum Qualifications:**

- Deep commitment to Christ and the ministry of the church.
- Holds a current MN Registered Nurse license, with a BSN degree and minimum of five years of nursing experience.
- Has completed a Faith Community Nurse Foundations Course or is willing to complete the course within the first year of employment.
- Experience in health assessment, program planning and health education.
- Effective communicator with strong verbal and writing skills.

### **Core Competencies:**

- **Spiritual and emotional maturity:** Loves Christ, the Church, and people wholeheartedly and well, and leads others to do so, too, by word, action, and example. Exhibits and nurtures a deep and growing spiritual life, emotional self-awareness and health, and strong, mutually supportive relationships at home, with friends, with colleagues, at church, and beyond.
- **Humble:** exhibits humility, shares credit, quick to point out the contributions of others and slow to seek attention for his/her own, emphasizes team over self, and defines success collectively rather than individually. Humble team players neither think too highly of themselves nor too little; their focus isn't on themselves, but on helping the team, team members, and the church as a whole succeed in fulfilling God's call.
- **Hungry:** continually seeking to learn, grow, and serve better, showing a manageable and sustainable commitment to doing the job well, eager to go above and beyond the minimum required to accomplish vision and goals. Willing and able to work autonomously and with others to pursue Salem's vision.
- **Smart:** emotionally and relationally intelligent; skilled at being interpersonally aware, appropriate, and effective. Able to listen to the words and read the body language of people and groups, to consider the potential impact of his/her own words, body language, and actions, and to intentionally speak and act in ways that are most effective in helping all move forward in healthy, productive, positive ways.
- **Team Development:** Encourages and supports people in discovering, developing, and engaging their gifts and skills in service; invites people onto teams; leads teams successfully by creating strong morale and spirit in the team; leads courageously through challenges; shares wins and successes; defines success in terms of the whole team; creates a sense of belonging and pride in the team.
- **Leadership Development:** is a leader of leaders, multiplying ministry by developing and supporting others to serve as ministry leaders; thinks and acts strategically to build the ministry leadership base and to develop the next generation of leaders.
- **Project Management:** Identifies the key objectives and scope of a proposed project; secures needed resources and project support; develops a realistic and thorough plan for achieving key objectives; communicates clearly with team members; implements action plans, identifies and resolves barriers and problems.