Wartburg Theological Seminary

Position Description

Title: Ecumenical Project Leader

Classification: Non-Exempt

Position Status: Full-Time – 3-Year Term

Benefits: Health Insurance, Retirement, Paid time off

Supervisor: The CaSTLE Project Director

Wartburg Theological Seminary's **CaSTLE Project** (Country and Small Town Lived Ecclesiology), supported by a grant from the Lilly Endowment Inc., works to cultivate thriving ministry in rural and small-town contexts. At the core of CaSTLE is a commitment to instantiating a **baptismal ecclesiology** across the church – shifting congregations away from the "attraction model" dependent soley on pastoral programming toward and "equipping model" that activates the daily baptismal vocation, witness, and leadership of all members in their communities.

A central focus of this grant initiative is strengthening resources and structural pathways for ecumenical collaboration across full communion partners (ELCA, TEC, UMC, PCUSA, and others), ensuring that small-town congregations move beyond mere survival into shared, flourishing gospel witness.

Position Purpose

The **Ecumenical Project Leader** will serve as the primary facilitator for The CaSTLE Project's ecumenical initiatives, expanding the impact of instantiating a baptismal ecclesiology for the flourishing of small town and rural communities. Builidng upon the insights and successes of the CaSTLE project, the ecumenical project leader will assume other duities as assigned.

Major Responsibilities/Activities:

- Act as the primary liaison to partner ELCA synods and full communion judicatory officers, to build and facilitate collaborative networks.
- Act as primary liaison for microgrants and synod grans for ecumenical experiments.
- Make site visits, solicit impact stories and learnings from synod level subgrants and micrograns from The CaSTLE Project.
- Facilitate the development and sharing of resources for ecumenical partnerships in small-town settings.
- Oversee the Ecumenical Leadership Certificate program, a synchronous, 1 year cohort for the pilot launch in 2027 and subsequent years.

Supervisory Responsibilities:

- None

Education, Experience and Skills:

- Master's degree in Theology, Educational Leadership, or a related field.
- ELCA Rostered Minister Preferred
- Personal or professional experience in rual or small-town ministry contexts.
- Exceptional interpersonal, written, and verbal communication skills, ability to navigate judicatory systems with diplomacy and clarity.
- Understanding of ELCA full communion agreements, denominational politics and baptismal ecclesiology.
- Familiarity with Competency-Based Theological Education (CBTE) and synchronous cohort-learning models.

Work Environment:

This position is in frequent interaction with the program director, staff, faculty, synods and church leaders. This position operates in a professional environment. This role routinely uses standard office equipment such as computers, phones, and photocopiers. This position is hybrid/remote with occasional travel expected to Dubuque, IA and to partner synods.

Physical and Mental Demands:

The employee must be able to communicate effectively, perform close visual work, and regularly use hands and arms for handling, reaching, and other routine job functions. The positon requires the ability to sit or stand for extended periods, maintain concentration, and follow written and verbal instructions with minimal supervision. Occasional lifting of materials weighing up to 10 pounds may be required. Reasonable accommodations may be provided to enable qualified individuals with disabilities to perform the essential functions of this position.

Note: Nothing in this job description restricts management's right to assign or reassign duties and responsibilities to this job at any time.

Wartburg Theological Seminary recruits, employs, trains, compensates, and promotes regardless of race, religion, color, gender, gender identity or expression, sexual orientation, national origin, disability, age, veteran status, and other protected status as required by applicable law.