

The **8** LCMS Church Work Vocations

and how you could serve in one



SET APART TO SERVE
LCMS CHURCH WORK RECRUITMENT



Sacred and Joyful Vocations

THERE ARE MANY important, meaningful ways that Christians love God and serve their neighbor through their daily work. The Lutheran doctrine of vocation makes this very clear: The mailman delivering mail to our doors, the farmer growing the food we need to live, the E.R. nurse working day and night to care for the sick, the mother feeding and caring for her children — all of these are good, God-pleasing vocations.

Some feel the desire to serve God in a more immediate way through pursuing a full-time church work vocation. Just as it is God who gives children mothers and gives a suffering patient a doctor, so it is God who gives His church pastors and church workers to preach and teach God's Word for the salvation of God's people through Jesus Christ.

God Himself established the first and most essential church work vocation: the Office of the Pastoral Ministry. Pastors proclaim Christ and administer the Sacraments, the means through which God's people receive Christ's saving work.

The Lutheran Church—Missouri Synod (LCMS) has established seven other wonderful church work vocations to

support the Office of the Holy Ministry and assist the faithful in their God-given vocations.

Christ's church will continue until He returns, and that church will continue to need workers.

In the following pages, you will learn more about the **eight full-time LCMS church work vocations**, learn about the steps to pursue those wonderful vocations and hear from some of the people who currently serve in them.

As a Synod, we must continue to form and encourage our young people to consider serving in these sacred and joyful vocations that all may know Jesus Christ for life and salvation.



PASTOR



LUTHERAN SCHOOL
TEACHER



DIRECTOR OF
CHRISTIAN EDUCATION



DIRECTOR OF
CHURCH MINISTRIES



DEACONESS



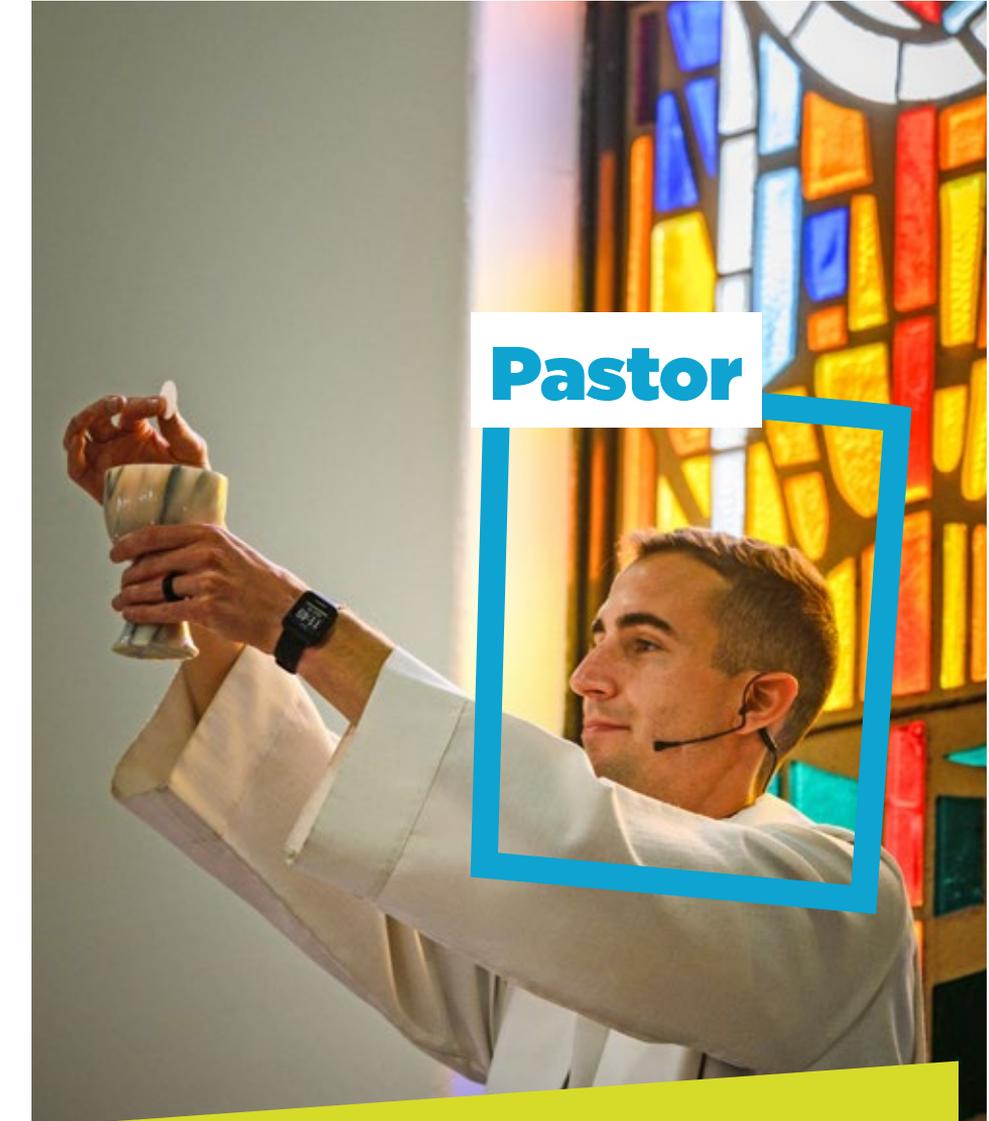
DIRECTOR OF
CHRISTIAN OUTREACH



DIRECTOR OF FAMILY
LIFE MINISTRIES



DIRECTOR OF
PARISH MUSIC



Pastor

Why does the church need pastors?

“The church needs pastors because this is how the Lord of the universe has chosen to make Himself known to the world and to deliver the grace, the forgiveness of sins, to reconcile the world to Himself. ... You need pastors because Jesus said you need pastors.”

Pastor Kyle Mietzner,
Zion Lutheran Church, Anchorage, Alaska

Listen to more here 





PASTORS serve in the Office of the Holy Ministry. This is the one church work vocation which God Himself instituted for the sake of His church. Pastors proclaim forgiveness, preach and teach God’s Word, administer God’s life-giving Sacraments and provide faithful pastoral care to His people.

Everyone in the LCMS has had experiences with at least one LCMS pastor. Pastors serve in a variety of contexts: congregations large and small; in urban, suburban and rural contexts; and serving children, the elderly and all ages in between.

For more information, visit lcms.org/serve/set-apart-to-serve/pastors.

Education

The preferred and most robust route to becoming an LCMS pastor is the residential Master of Divinity degree, which can be completed at one of our Synod’s two seminaries. To receive this degree, men must first earn an undergraduate degree from an accredited college or university.

While this undergraduate degree can be in any field, a pre-seminary program will provide a solid foundation for seminary studies and help students complete some requirements (such as biblical languages) in advance.

Pre-seminary programs are offered at:

- ⇒ Concordia University, Ann Arbor (cuaa.edu)
- ⇒ Concordia University Chicago (cuchicago.edu)
- ⇒ Concordia University, Irvine (cui.edu)
- ⇒ Concordia University, Nebraska (cune.edu)
- ⇒ Concordia University, St. Paul (csp.edu)
- ⇒ Concordia University Wisconsin (cuw.edu)

The two LCMS seminaries are:

- ⇒ Concordia Seminary, St. Louis (csl.edu)
- ⇒ Concordia Theological Seminary, Fort Wayne (ctsfw.edu)

Teacher



Why do you love being a Lutheran school teacher?

"I love being a Lutheran school teacher because I get to talk about Jesus every day in my job! ... It's just the best job ever, to be able to share your faith, because that's what matters in eternity."

**Sheryl Tietz, teacher at
Jesus Our Savior Lutheran Preschool
in Winnebago, Neb.**

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LUTHERAN SCHOOL TEACHERS provide an education rooted in God's Word to the children in their care. Currently, Lutheran schools serve over 140,000 students in the Synod's 1,855 early childhood, elementary and high schools across the country. These schools are large and small, and located in cities, small towns and rural areas. The opportunities are endless.

Teachers also support the work of pastors by assisting Christian fathers and mothers in their God-given responsibility to bring up their children in the nurture and instruction of the Lord.

For more information, visit lcms.org/serve/set-apart-to-serve/teacher.

Education

An undergraduate teacher training degree and a Lutheran Teacher Diploma from one of the Concordia universities prepare a student to become a commissioned teacher of the LCMS.

Teaching programs are offered at:

- ⇒ Concordia University, Ann Arbor (cuaa.edu)
- ⇒ Concordia University Chicago (cuchicago.edu)
- ⇒ Concordia University, Irvine (cui.edu)
- ⇒ Concordia University, Nebraska (cune.edu)
- ⇒ Concordia University, St. Paul (csp.edu)
- ⇒ Concordia University Wisconsin (cuw.edu)



DCE

What do you love about being a DCE?

“It’s such a joy and a blessing to be able to proclaim Christ and let others know that they are loved, that they’re forgiven, that they’re free. It’s so cool to be able to walk alongside people in this lifetime. ... What a joy and comfort that is.”

**Michael Yee, DCE intern
at St. Mark Lutheran Church,
Houston, Texas**

Listen to more here [➔](#)





DIRECTORS OF CHRISTIAN EDUCATION serve as lifespan (“cradle to grave”) Christian educators, typically working within congregations and their ministries. Through their leadership and service, they assist and support pastors as they teach the faith to children, youth and adults.

DCEs serve in a wide variety of roles in various congregations and ministries across the LCMS: they may lead youth groups, develop curriculum, teach confirmation, lead vacation Bible school, organize mission trips or retreats, carry out administrative work, manage and coordinate volunteers, and more.

For more information, visit lcms.org/serve/set-apart-to-serve/DCE.

Education

Undergraduate programs for DCE certification, which combine educational and theological training, are available from four of the Concordia universities.

DCE programs are offered at:

- ⇒ Concordia University Chicago (cuchicago.edu)
- ⇒ Concordia University, Irvine (cui.edu)
- ⇒ Concordia University, Nebraska (cune.edu)
- ⇒ Concordia University, St. Paul (csp.edu)



Deaconess

What do you love about being a deaconess?

“The opportunity to serve our Lord and His people particularly in times of difficulty and suffering. When folks are having challenging experiences in their lives, or they’re bearing particular burdens, I love to come alongside them and walk with them...”

**Deaconess Dr. Tiffany Manor,
Director, LCMS Life Ministry**



Listen to more here 



DEACONESSES are women who serve as full-time church workers. They support pastors as they share the Gospel and serve God's people through works of mercy, spiritual care and teaching the Christian faith.

They serve in congregations, on the national and international mission field, and in a variety of other settings and service organizations.

Deaconesses serve in a wide variety of roles and contexts across the LCMS. They often work with women, children and God's people with special needs. They may provide end-of-life care, emergency care, or counseling, serve in women's ministry, assist with catechesis, and much more. They serve in congregations, schools, hospitals, welfare institutions, pregnancy centers, college campuses, on the international mission field and more.

For more information, visit lcms.org/serve/set-apart-to-serve/deaconess.

Education

Deaconess certification is available in both undergraduate and graduate programs.

Deaconess certification is offered at:

- ⇒ Concordia University Chicago (cuchicago.edu) — B.A. with deaconess certification
- ⇒ Concordia Seminary, St. Louis (csf.edu) — M.A. with deaconess certification
- ⇒ Concordia Theological Seminary, Fort Wayne (ctsfw.edu) — M.A. with deaconess certification

Some Concordia universities have pre-deaconess coursework that allows students to prepare for their master's and deaconess certification at seminary while also pursuing a different major or program. Pre-deaconess courses are not required for acceptance to seminary.

Pre-deaconess programs are offered at:

- ⇒ Concordia University, Ann Arbor (cuaa.edu)
- ⇒ Concordia University, Irvine (cui.edu)
- ⇒ Concordia University, Nebraska (cune.edu)
- ⇒ Concordia University, St. Paul (csp.edu)
- ⇒ Concordia University Wisconsin (cuw.edu)



Why did you decide to become a director of family life ministry?

"I just love working with people. My specific goal is to work with families [and] show them how God intertwines with everything. That's really what I'm looking forward to."

Marek Bernhardt, family life ministry student at Concordia University, Ann Arbor, Mich.



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Four More Ways to Serve

In addition to these long-standing vocations, the LCMS has in recent years created more full-time church work opportunities in outreach, administration and more to serve the church.



DIRECTORS OF CHRISTIAN OUTREACH focus on witness and outreach. Through their expertise and leadership, they support their pastors by helping congregations witness to those outside of the church and share the Gospel in a relational and evangelical way so that people may have saving faith through Jesus Christ.

DCOs study various cultures and contexts in order to help churches spread the Gospel and reach out to people from various backgrounds and people of all ages.

DCOs may undertake many different kinds of work in their role, such as helping foster a new church plant or leading outreach efforts in an established congregation.

For more information, visit lcms.org/serve/set-apart-to-serve/DCO.

Education

There is currently one undergraduate program for DCO certification, which includes Christian ministry and outreach studies.

The DCO program is offered at:

➔ Concordia University, St. Paul (csp.edu)



DIRECTORS OF FAMILY LIFE MINISTRY work to nurture the church's families and family life according to the Holy Scriptures and the Lutheran Confessions.

Trained in family life studies, which include the biblical theology of marriage, sexuality, ethics and parenting, DFLMs support pastors by working within congregations to strengthen and equip Christian homes to live and serve God and their neighbors.

DFLMs may develop and oversee family programming, serve as mentors, provide family life and parental education, pre-marital education and more.

For more information, visit lcms.org/serve/set-apart-to-serve/DFLM.

Education

There is currently one undergraduate program for DFLM certification.

The DFLM program is offered at:

➔ Concordia University, Ann Arbor (cuaa.edu)



DPM



DCM





DIRECTORS OF PARISH MUSIC foster and edify the church's worship with their biblical and confessional musical leadership and direction.

DPMs support their pastors by assisting with worship planning, providing musical education, and directing choirs, ensembles and musicians for services in God's house.

For more information, visit lcms.org/serve/set-apart-to-serve/director-of-music.

Education

Director of parish music undergraduate programs, which combine musical and theological training, are available from many of the Concordias.

DPM programs are offered at:

- Concordia University, Ann Arbor (cuaa.edu)
- Concordia University Chicago (cuchicago.edu)
- Concordia University, Irvine (cui.edu)
- Concordia University, Nebraska (cune.edu)
- Concordia University, St. Paul (csp.edu)
- Concordia University Wisconsin (cuw.edu)



DIRECTORS OF CHURCH MINISTRIES serve congregations and support their pastors by providing leadership and assistance with the various operations and ministries of a congregation.

DCMs serve congregations and support their pastors by leading various ministries in a congregation, such as Bible studies and community outreach. Many function as the youth director at their congregation.

For more information, visit lcms.org/serve/set-apart-to-serve/DCM.

Education

There is currently one undergraduate program for DCM certification.

The DCM program is offered at:

- Concordia University Wisconsin (cuw.edu)



View each of the LCMS church work vocations and access program costs and admissions information from the universities and seminaries at lcms.org/sas.

