

# DEACONESS Job Descriptions



## Contacts

For more information about deaconess education programs or to inquire about employing an intern or new graduate, please contact the following:

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## Learn more

Complimentary fact sheets and brochures about deaconess service can be downloaded from the LCMS website at [lcms.org/deaconess](http://lcms.org/deaconess). You may also contact Deaconess Grace Rao, director, LCMS Deaconess Ministry, at [grace.rao@lcms.org](mailto:grace.rao@lcms.org).



Job descriptions can vary widely. LCMS deaconesses are educated in theology — particularly in Scripture and the Lutheran Confessions — and in basic human-care skills. Some can offer additional expertise received from specialized instruction or prior careers in areas such as social work, psychology or education. Others may be gifted in finance or management. Most deaconesses are open to further training in specified areas related to the needs at hand (e.g., counseling, administration of special programs, vacation Bible school coordination).

In order to coordinate a mutually beneficial match between the needs and vision of your congregation or organization and the strengths and services of a potential deaconess, it can be helpful to estimate the percentage of time she would spend in various areas of service. For example:

- ▶ **In a congregation**
  - Women's ministry . . . . . 10%
  - Youth . . . . . 30%
  - Education/ Sunday school . . . . . 5%
  - Education/elementary school . . . . . 40%
  - Visitation (e.g., with hospitalized members or church visitors) . . . . . 15%
- ▶ **In an institution**
  - Administration . . . . . 10%
  - Spiritual care for staff . . . . . 30%
  - Program participation . . . . . 60%
- ▶ **In a Recognized Service Organization**
  - Office work (e.g., grant writing) . . . . . 50%
  - Travel to remote meeting sites . . . . . 5%
  - Program supervision/participation . . . . . 45%