

HANDS OF COMPASSION



Job Description: Chaplain

Position Summary

The Hands of Compassion Ministry, in Rochester, Minnesota, is seeking a full-time chaplain to join our growing ministry that supports patients visiting Mayo Clinic and Mayo-affiliated hospitals in Rochester. We are looking for a compassionate, spiritually minded, enthusiastic, people-loving person who would be involved in supporting our guests in the HOC House and visiting Mayo facilities in Rochester. Experience as a chaplain in an emotionally intense environment with EOL/Hospice and life-transition implications is preferred. Chaplain certification (CPE) is also preferred, along with a graduate degree in a related area.

The Chaplain serves as part of a ministry team as the visible expression of Christ's love through compassionate ministry to individuals and families experiencing illness, crisis, grief, and life's most difficult circumstances. This role combines pastoral care, spiritual leadership, community engagement, and ministry administration to fulfill the mission of Hands of Compassion. The Chaplain serves with a team of Hospitality Ministers who manage the house facility, guest flow through the house, and provide spiritual and emotional support for our guests and their caregivers. The Chaplain's office is located in the House, and the Chaplain operates from the House as well as at the various local Mayo facilities.

The successful candidate is called to minister with humility, biblical integrity, emotional maturity, tolerance, patience, and servant leadership while helping people encounter the hope, peace, and love of Jesus Christ.

Learn more: www.hocrochester.org

We look forward to talking with interested persons.

Our Mission

Hands of Compassion exists to demonstrate the compassion of Jesus Christ by serving the physical, emotional, and spiritual needs of individuals and families during seasons of hardship.

Through compassionate presence, prayer, encouragement, practical assistance, and the proclamation of God's love, we seek to bring hope, healing, and the transforming power of the Gospel.

Primary Responsibilities

Pastoral Care & Spiritual Leadership

- Provide Christ-centered spiritual care to patients and families
- Pray with individuals during times of crisis, illness, recovery, and loss
- Offer biblical encouragement and compassionate counsel
- Minister to HOC House guests both at HOC and at Mayo Clinic and its affiliated hospitals, rehabilitation facilities, and care centers
- Provide grief support and bereavement ministry
- Assist individuals in understanding God's hope during suffering
- Share the Gospel with wisdom, compassion, and sensitivity

Compassion Ministry

Serve as an advocate for individuals and families by helping meet practical, emotional, and spiritual needs, including:

- Clinic and hospital visits
- Surgery and post-surgery or follow-up support
- Aid in crisis response when appropriate
- Assist families with remote support when they cannot be present
- Work with HOC Hospitality Ministers to assist in arranging transportation, accessing community resources, and other local support services
- Encourage prayer and ministry for patients, families, caregivers, and the HOC Ministry Team

Ministry Development

Help expand the ministry by:

- Leading HOC communications activities, including newsletters, updates, website and social media, thank-you notes and cards, and other communications
- Building relationships with churches
- Engaging with the local church and recruiting and equipping volunteers both locally and across the HOC network
- Strengthening partnerships within the Christian community
- Representing Hands of Compassion at community events
- Leading and supporting fundraising initiatives

Administration

Maintain effective ministry operations by:

- Collaborating and teaming with the Hospitality Ministers, other staff resources, HOC Board, and volunteers
- Preparing ministry reports and coordinating communications with the Board
- Tracking ministry activity and maintaining accurate ministry records
- Coordinating schedules
- Supporting organizational communication

Leadership Expectations

The Chaplain will:

- Model Christ-like servant leadership
- Demonstrate spiritual maturity, practical wisdom, tolerance, and patience under stressful conditions, exercising sound biblical and practical judgment
- Maintain confidentiality and act within PHI guidelines
- Build trusting relationships
- Exhibit emotional intelligence
- Work collaboratively with the HOC Team, Board, and ministry volunteers
- Represent Hands of Compassion with integrity and Christian values in all things

Qualifications

Required

- Demonstrated Christian faith and commitment to Jesus Christ
- Active member in good standing of a Church of Christ congregation
- Agreement with the mission and statement of faith of Hands of Compassion
- Experience in pastoral care, chaplaincy, ministry, counseling, or related service in a healthcare setting
- Excellent interpersonal communication skills
- Ability to minister during emotionally difficult situations

- Strong organizational skills
- Valid driver's license and reliable transportation

Preferred

- Ministry degree or theological training; preferably at a graduate level with some education aligned with the Chaplain role
- Clinical Pastoral Education (CPE) or appropriate chaplaincy experience that will support achieving CPE or Mayo access requirements
- EOL, Hospice, Crisis, and Grief counseling experience
- Nonprofit ministry experience
- Fundraising experience
- Volunteer coordination and leadership experience

Spiritual Characteristics

The ideal candidate demonstrates:

- Compassion
- Humility
- Patience
- Wisdom
- Discernment
- Grace
- Dependability
- Servant leadership
- Emotional resilience
- A heart for evangelism

Work Schedule

This is a full-time ministry position requiring flexibility. That includes an office at the HOC facility that encourages time and availability with guests at the HOC facility before or after their day at the clinic or hospital.

Ministry often occurs during life's unexpected moments, with evenings, weekends, holidays, and emergency responses as an expected part of a Chaplain's ministry.

Benefits include:

- Three weeks of paid vacation
- Two weeks of professional ministry development
- Paid holidays
- Paid sick leave
- Ministry travel reimbursement
- Annual salary review based on ministry effectiveness

Accountability

The Chaplain reports directly to the Hands of Compassion Board of Directors and partners closely with other HOC staff, local church leadership, volunteers, healthcare providers, and other community organizations.