



### **Job Description: Associate Pastor**

#### ***The Evangelical Lutheran Church of the Redeemer Damascus, Maryland***

**Position: Associate Pastor**

**Responsible to: Senior Pastor**

#### **Our Church**

**27015 Ridge Road, Damascus, Maryland 20872**

**Average Attendance: 325 +/-**

**8:00 & 11:00 am:** A blended family service with contemporary Christian music - Family Life Center

**8:00 & 11:00 am:** A quieter, traditional worship environment – Chapel

#### **Our Vision:**

Making disciples (followers) of Jesus Christ is our mission and passion. But no one becomes a disciple against his or her will. Only you can choose to engage with Jesus and develop in your spiritual maturity. We invite you to join us on this journey, for we believe spiritual development happens through life experiences like:

**Healing:** encountering Jesus as the one who will heal your body, mind and soul through the truth of the Gospel and the grace of forgiveness.

**Growing:** engaging Jesus through disciplines like prayer and Bible study that He may encourage your deepening understanding of the Truth.

**Serving:** accompanying Jesus as He trains your heart to break for the needs of the poor and broken of our world, and to reach out in sacrificial serving.

**Going:** obeying Jesus as He sends you out into the mission field of your neighbourhood, school, place of employment, to represent Jesus to a hurting and hungry for Truth world.

#### **General Summary:**

This position supports the Senior Pastor in providing pastoral care, leadership, guidance, and support to the congregation of The Evangelical Lutheran Church of the Redeemer, Damascus, Maryland. The Associate Pastor will demonstrate and live out a personal relationship with Jesus Christ, a commitment to ministry, and knowledge of and adherence to the Word of God as found in the Scriptures. It is essential that they be committed to supporting and spreading the vision and mission of Redeemer as a disciple-making church obedient to Christ's great commission in Matthew 28:19 – 20a.

This statement is based on the historical profile of our congregation and our future vision for us to be a "Going" congregation.

*"We are a multi-generational congregation that is passionately committed to the authority of God's Word in our lives and therefore our calling to make disciples of Jesus Christ. The family aspect of these truths is reflected in our deep conviction that the parent is the primary disciple maker for their children and the father is to be a spiritual leader in the home. Making disciples is a process of passing on the faith by modeling, mentoring, coaching and working alongside others. We believe that we cannot pass on what we are not living. Spiritual disciplines like prayer and prayerfully engaging the scriptures, personally and corporately, are intrinsic to this conviction. Our worship life is marked by a sacramental and liturgical foundation while we remain open to learning from the larger Body of Christ. Although our congregation is largely white, we are growing in numerous mission ethnic relationships within our community and internationally and would welcome a candidate of other ethnicities.*

*Since we are called by God to be a Lighthouse Congregation, we believe we have a responsibility to the wider church to take a leadership role in developing leaders for Christ's church. As a congregation with a long history of passion for disciple making, we accept the role of "Disciple-Maker" even for Pastors. Therefore, we believe God would have us look for a pastor who is open to being disciplined and trained up as a disciple-making pastor for the sake of the wider church.*

#### **Preferred skills, abilities, and characteristics**

- A personal and passionate love for and trust in Jesus Christ as Lord and Savior and a commitment to the truth of the Bible as the inspired Word of God.
- Willingness to be a servant leader
- Passionate about missions and loving the poor - Both domestically and internationally
- Commitment to preaching God's Word
- Ability to share in leadership responsibilities
- Communicates effectively with all age groups
- Friendly and approachable pastor
- A person who is committed to a fundamental Lutheran identity and open to learning from the Larger Body of Christ.
- Prayerfully engaging the Scriptures, both in personal devotions and study and in Bible study groups
- Good organizational and time management skills
- Team player

#### ***The following specific responsibilities or areas of emphasis pertain to this position:***

- Pastoral Support and assisting the Senior Pastor
  - Assisting in leading of worship, preaching, and administering the sacraments.
  - Sharing in the pastoral care of Redeemer members.
  - Assisting the Senior Pastor in whatever ways are needed.
- Provide leadership for ministries to **Millennials'**
  - Lead and support our youth and young adult ministries
  - Support our college students
  - Enhance our support system for young Seminarians

- Coordinate Redeemer's Serving Ministries **Mission Teams.**
  - Be a Pastoral Presence for these Mission Teams of Redeemer
  - Locally (Beacon House, RRR Mission work)
  - Nationally (Work Camp, Alabama, West Virginia)
  - Internationally (Nicaragua, Mexico, Africa)
- Actively engage Redeemer by modeling **Missional Community Engagement**
  - Coordinate/Lead in the Launch Pad aspect of Redeemer's Going mission.
  - Help Redeemer become a sending congregation of Everyday Ordinary Missionaries
  - Help create sustainable Missionary Teams such as Missional Communities or Missional Life Groups.
- **Multiculturalism**
  - Invest in and encourage the growth of the multicultural richness of the Kingdom of God at Redeemer.
  - Coordinate/Assist in the formation of a Hispanic Ministry Team

#### **Education/Certifications Desired:**

- Bachelor's Degree, Master of Divinity degree or equivalent.
- Ordained

#### **Background/Experience Desired:**

- 5 Years of Experience in Ministry (Preferred)
- Alignment with
  - Redeemer's Statement of Faith (<https://www.redeemer.us/about-us/what-we-believe.html>)
  - Lutheran Theology and doctrine: LCMC (Lutheran Congregations on Mission for Christ (<https://www.lcmc.net/statement-of-faith/231>))
- Willingness to relocate to Damascus, MD Area
- Proven communication skills both written and verbal with groups, one-on-one, personal meetings and phone calls in various circumstances
- Proven ability to affect change/interpersonal skills
- Ability to work in multi-cultural environment: Bi-lingual desired (Spanish preferred)

It is expected that the Associate Pastor will have the general characteristics, skills and abilities outlined above. At the same time, this call will be influenced by the Holy Spirit, a candidate's personality in relating to others on the team, their passion and effectiveness in supporting our vision with an emphasis on enhancing our vision for us to be a "Going" congregation.

**Next Steps** – For more information please visit our website or contact us at:

**Website:** [www.Redeemer.us](http://www.Redeemer.us)

**Email Us:** [Callteam@Redeemer.us](mailto:Callteam@Redeemer.us)

**References Required**