

Associate Pastor

Mount Calvary Lutheran Church

Department

Pastor and Leadership

Classification

Ordained, Full-time

Supervisor

Senior Pastor

Job Overview

Provide pastoral leadership of the congregation's children and youth faith formation ministries. Provide preaching and teaching to youth and adults that is faithful to the Gospel. Provide excellent pastoral care and offer spiritual growth opportunities for people. Inspire the people of Mount Calvary to share God's grace, inclusivity, love and service.

Core Competencies of Mount Calvary Pastors:

1. GRACE – Build honest, open, and authentic relationships across the community. Show acceptance and warmth in celebrating everyone's spiritual path.
2. INCLUSIVENESS – Take actions to invite, innovate and invest to engage everyone in the ministries and programs of the congregation.
3. LOVE – Support and care for the spiritual health of the congregation through transformational love. Connect and empower others to grow in giving and receiving God's love.
4. SERVICE – Engage the community by connecting and reaching out to the local and global community; respond to God's call for service.

Position-Specific Competencies of Pastors:

1. ACCOUNTABILITY – Owns and proactively addresses the overarching goals and needs of the congregation by accomplishing a shared purpose towards positive results.
2. INITIATIVE – Constantly strives to identify, develop, recommend, and implement actions that fulfill the vision and mission of Mount Calvary.
3. DECISION MAKING – Identifies challenges faced by the church and generates solutions in collaboration with others; actively participating in meetings and events.
4. QUALITY OF WORK – Inspires others to bring their best, applies effective interpersonal skills when responding to members of the congregation and staff.

Essential Functions:

1. SPIRITUAL DEVELOPMENT
 - Collaborate with Leadership and staff to develop worship that engages and challenges the congregation. Conduct vibrant worship, making the Gospel relevant to people's lives. Give inspirational, challenging, and thoughtful preaching that furthers the Gospel and up lifts Mount Calvary's pillars.
 - Implement our pillars through each ministry area. Provide direction and oversight for staff as they develop and conduct programs. Work in partnership with others to develop ministries, and teaching that inspires the spiritual growth of the congregation.
 - Take a lead in teaching and writing, creating challenging and thoughtful content for others to teach and write. Serve as a liaison to youth and adult programming with active roles and participation.
 - Devote time to personal, spiritual, mental, and physical development and well-being through devotional time, study and exercise.

2. COMMUNITY LIFE, OUTREACH, PASTORAL CARE

- Builds congregational membership and stewardship of the congregation. Partners with staff to continue to invite and welcome new members and to support the mission of the church.
- Provides pastoral care. Reacts promptly to emergency situations. Counsels those in spiritual need, comforts the bereaved, assists persons facing problems or decisions and refers to other licensed professionals for more extensive counseling as needed.
- Along with other Pastors, conducts baptisms, weddings, funeral services, and other life event worship services.
- Partners with member and staff leaders as they connect the congregation to local and global community partners. Participates in community events and organizations to foster community relations and outreach.

3. YOUTH FAITH FORMATION LEADERSHIP

- Serves as department head of birth through college age ministries. Inspire, motivate and lead full time Director of Confirmation and High School. Co-lead the Youth Faith Formation team during growth and transition phase.
- Builds and leads the senior high ministry program.
- Lead and collaborate with leadership team to design recurring and new programs/events incorporating involvement from all ministry areas and preparing an annual calendar.
- Guides the staff and congregation in reaching, supporting, and involving young families and individuals in the life and ministry of Mount Calvary. Create long-term relationships with youth and their families and encourage them as they grow in their faith.
- Empower and equip volunteers to carry out and articulate the vision, direction, and long-range goals of the youth ministry department.
- Make recommendations in the annual budget requirements for the youth faith formation programs and administrate expenditures according to the approved budget.
- Lead, support, and build up the youth faith formation staff:
 - Evan Lieber – Director of Confirmation and High School Ministry, full-time
 - Ketti Spehar – Associate Executive Director, Sunday School Director, full-time
 - Trina Volbrecht – Executive Director, full-time
 - Kyle Jackson – Senior Pastor, full-time
 - Sarah Abelsen – Director of Children’s Choir, part-time
 - Whitney Cowan – Lead Summer Counselor and High School Ministry, summer

Desired Outcomes and Qualifications:

1. Members and visitors enjoy worship, education and service in a variety of forms and expressions, all of high quality and grounded in the Lutheran tradition. Individuals and groups from the congregation are actively engaged in expressing their faith through acts of service and speech, advocacy and action.
2. Directly supervised staff and all indirect staff are performing at the top level of their ability and express satisfaction in their work. Staff is engaged in regular continuing education. The relationship is direct and open and shares mutual affirmation, constructive feedback and positive challenge.
3. Ordination to serve in the Evangelical Lutheran Church of America. Five years of experience in providing pastoral leadership preferably in a large protestant church setting.