

# Royal Redeemer Lutheran Church

## Position Description

Position title: Associate Pastor  
Immediate supervisor: Senior Pastor  
Department: Pastoral Staff  
Date: 5/31/2016  
Salary grade: TBD

### Position summary:

To *Make and Grow Disciples* by developing, coordinating and administrating a comprehensive ministry focusing on the younger segment of Royal Redeemer, particularly Millennials and the generational segments that follow them. Provide leadership and supervision to staff members and volunteers involved in this ministry.

### Key Responsibilities:

- Assist in worship and preach at the request of the senior pastor
- Teach, lead and oversee Confirmation instruction program
- Lead Youth ministry
- Lead Young Adults ministry
- Develop and implement a Millennial ministry including:
  - Bible study and Life groups
  - Weekend worship centering on their world view
  - On and off-campus service projects
  - Fellowship events
- Encourage Millennial to develop healthy relationships with other members of the congregation
- Identify, develop and disciple the next generation of leaders
- Conduct baptisms, weddings and funerals at the request of the senior pastor
- Serve on Staff Leadership Team

### Position Requirements:

Education: Ordained and rostered by the Lutheran Church-Missouri Synod

Experience: Prefer a minimum of 5 years experience, but the ideal candidate could be recently ordained

### Skills/knowledge:

- Ability to align his direct reports and volunteers with the vision and mission of the church as communicated by the senior pastor
- Excellent understanding of what motivates the generation of people he is called to lead

### Critical competencies:

- Ability to lead worship services and communicate well through his sermons
- Ability to work across ministry departments for the common good of the congregation (teamwork)
- Ability to attract younger members of the congregation, as well as those out in the community
- Excellent communications skills
- Competent at conflict resolution

### Scope of position:

Physical requirements: No special requirements necessary

Hours: Full Time

Financial responsibilities: Must develop a detailed budget for the ministries he is called to lead, and to live within that budget

Other issues: None