



CHRIST LUTHERAN CHURCH

Santa Clarita, California

Associate Pastor of Discipleship and Mission

Job Description

Position Overview

Title: Associate Pastor

Reports to: Lead Pastor and Church Council

Status: Full-Time, Called Position

The Associate Pastor will help people move from first visit to full engagement in the life of Christ Lutheran Church. This pastor will thrive in community, love discipleship, and bring a missional heart for those new to church or new to faith. Working in close partnership with the Lead Pastor, the Associate Pastor will carry primary responsibility for our “Genuine Community” and “Generous Living” vision pillars—overseeing assimilation, discipleship, outreach, and mission ministries.

Primary Responsibilities

New Member Outreach & Engagement

- Own a clear, intentional discipleship pathway from first contact to full assimilation
- Serve as the primary pastoral guide for new members entering the life of CLC
- Champion hospitality, timely follow-up with visitors, and model relational investment in those who are new
- Target outreach especially (but not exclusively) to preschool families
- Create and sustain systems for regular contact with those who are new or still peripheral

“Live in Community” Ministries

Provide vision, pastoral leadership, and operational oversight of the following ministry areas—ensuring each flourishes through clear team leadership, intentional structure, and wise delegation:

- **Outreach Ministry:** Direction and support of contracted staff leading VBS, Harvest Festival, Celebrate Advent, Easter Egg Hunt, and other community events
- **Men’s and Women’s Ministry:** Oversee lay leadership team. Current structure includes annual conference/retreat, quarterly breakfasts, and seasonal midweek small groups and Sunday classes
- **Family Ministry:** Oversee lay leadership team. Current structure includes Wednesday Night Ministries, Sunday catechism, Family Camp (annual), and “Families First” events (monthly)
- **Children’s and Student Ministry:** Oversee paid staff. Current structure includes Wednesday Night Ministries, Sunday catechism, and Sunday evening youth group; coordinate with family and outreach ministry

“Love Your Neighbor” Ministries

Champion the visibility and growth of CLC’s mission partnerships. Also help the congregation invest in the lives of the 200,000+ people within 20 minutes of our church and invite them into the life and ministry of Christ Lutheran Church.

Shared Pastoral Duties

- **Worship Leadership:** Participate in a 75/25 preaching rotation with the Lead Pastor (Lead 75%, Associate 25%). Write and lead prayers when not preaching
- **Confirmation Ministry:** Teach seasonally alongside the Lead Pastor; primarily led by the Student Ministry Director
- **Pastoral Visitation:** Visit hospitalized or homebound members as needed
- **Pastoral Counsel & Confession:** Alongside the Lead Pastor
- **Mission Development:** Partner with the Lead Pastor and Church Council in strategic planning for the long-term mission of CLC

Staff Leadership

Direct supervisory responsibility for the Children’s Ministry Director and the Student Ministry Director, with potential additional staff responsibilities as needs evolve. The Associate Pastor will provide intentional oversight and constructive coaching, viewing these staff members as essential partners in discipleship and mission. The ability to cultivate a healthy, hard-working staff culture is critical.

Qualifications

- Master of Divinity required
- Rostered or eligible for roster on the LCMC or NALC Clergy Roster

For a full description of character, disposition, and core competencies, please see our Pastor Profile.

Compensation & Commitment

Compensation follows regional clergy guidelines. In addition, Christ Lutheran Church will provide a down-payment contribution toward the purchase of a home through an equity-share arrangement with the congregation, reflecting our commitment to long-term ministry partnership and community rootedness.

We value long-term relationships, stability, and steadfastness of character. It is our desire to find someone who will invest joyfully for a minimum of five years or more.

How to Apply

If you believe you may be a strong fit for this call, we invite you to apply:

1. Visit our website to download the Candidate Questionnaire.
2. Submit your completed questionnaire, resume, and cover letter to: call@clcscv.org

Questions? Contact our Call Committee Chair Ryan Metlen CLCAPCallCommittee@gmail.com.

We look forward to prayerfully discerning this call alongside you.