



CHRIST

LUTHERAN CHURCH

Santa Clarita, California

Associate Pastor of Discipleship and Mission

Who We're Looking For

The Opportunity

Christ Lutheran Church is searching for an **Associate Pastor** who loves people, thrives in community, and has a heart for **discipleship and mission**, especially among those who are new to the church or new to faith.

Our congregation is vibrant and growing. Young families are walking through our doors at a steady pace, many coming from no church background at all. We have a remarkable vine growing; what we need is someone to help build a supportive and guiding trellis! The right candidate will bring the organizational know-how, relational warmth, and missional instinct to help this congregation flourish in its next chapter.

The Partnership

Our ideal candidate will come alongside our Lead Pastor with **complementary gifts** working in close alignment toward a shared vision.

Our Lead Pastor is a gifted preacher and teacher who excels at ideation, vision-casting, and theological depth. The ideal Associate Pastor will thrive in consensus-building, follow-through, and operational integrity. Like a CEO/COO dynamic, the Lead Pastor sets the theological and strategic direction while the Associate Pastor translates that vision into structured, calendared, well-communicated ministry. Together, they lead as one team before the staff, congregation, and community.

The Associate Pastor will carry primary responsibility for two of our four vision pillars—**Genuine Community** (our fellowship and small group discipleship ministries) and **Generous Living** (our outreach and mission partnerships)—while the Lead Pastor focuses on **Meaningful Worship** and **Formative Prayer**. The Lead Pastor oversees all four, but the Associate Pastor owns the day-to-day leadership of community, discipleship, and mission.

Character & Disposition

Personable and Accessible. A warm, relational pastor who connects easily with people of all ages and backgrounds—someone who builds genuine friendships across the congregation and is a visible, approachable presence on campus.

Naturally Missional. The right candidate thinks instinctively about how ministries, language, and culture land with people who are not yet part of a church. This missional posture should be a natural disposition, not an afterthought. Many of our newest members are coming from no church at all—and we need a pastor who understands how to welcome, guide, and disciple them.

Humble and Professionally Mature. The right candidate genuinely wants to serve in a supportive leadership role and finds deep fulfillment in operational ministry. They will maintain alignment with the Lead Pastor and church council, and handle disagreements gracefully and prayerfully.

A Self-Starter with Tenacity. Our ideal candidate will require minimal supervision—a leader who sees what needs to be done, creates a plan, executes it, and sticks with it. Ministries should not just launch, but also be sustained, well-led, and effective over time.

Decisive and Organized. The Associate Pastor should manage people confidently, make operational decisions, and bring organizational clarity to ministry—moving from ideas to calendared, structured, well-communicated action. A skilled delegator who multiplies leadership rather than doing everything alone.

A Team Player. Willing to have difficult conversations, constructively contribute to solutions, and actively build a culture of trust and accountability among staff and volunteers. The Associate Pastor will directly supervise key ministry staff and should model a healthy, humble, and hard-working work culture.

Qualifications

Education: Master of Divinity required.

Experience: Minimum of three years of ministry experience (ordained or lay).

Roster: Rostered or eligible for roster on the LCMC or NALC Clergy Roster.

Core Competencies

A discerning leader with sound judgment and situational awareness. An appreciation for and understanding of historical theology. A clear vision for how ministries outside of the Sunday service should be structured, calendared, and communicated so that participation grows naturally. A capable preacher and teacher who enjoys communicating biblical truth clearly and compellingly. The ability to build, equip, and lead ministry teams.

Is This You?

The right candidate will read this profile and feel a sense of genuine excitement—not because the role is glamorous, but because this is the kind of ministry that feels like a calling. We are looking for someone who takes God seriously but not themselves. Someone who is humble, hungry, and smart.

If that sounds like you, we would love to hear from you.

For a full description of responsibilities and duties, please see our Associate Pastor Job Description. For more about our congregation, see our Congregational & Ministry Profile.