

The Call Process Timeline

Durations vary but the Call process can take 9-12 months

START



FINISH

Job Description

- **JOB TITLE: Associate Pastor**
- **REPORTS TO: Lead Pastor and Congregation Council**
- **JOB PURPOSE:**
 - Provide spiritual & pastoral leadership to the congregation of King of Kings Lutheran Church
 - Preach, teach and administer the Sacraments
 - Give primary leadership in the ministries of Congregational Engagement, Children, Student and Family Education, and Community Outreach

Primary Responsibilities

Congregational Engagement

- Develop and implement overall engagement strategy to integrate members into King of Kings; provide a clear path for members to become connected and engaged to serve at King of Kings;
- Create an environment that welcomes new guests and provides next steps toward engagement and spiritual growth.

Children, Student & Family Education Supervision

- Provide administration leadership & supervision over Christian Education programming for Children & Student staff
- Foster a strong education program through building relationships with students, parents and volunteers with the goal of strengthening our families' engagement within King of Kings and continuation of their personal faith journeys
- Develop leadership training to equip student leaders.

Leadership Development

- Develop an effective leadership development strategy & program to engage members further into their church and faith journey.
- Identify, recruit, train & equip leaders for ministry within King of Kings working to help people understand who they are; the gifts, talents, and purposes God has given to them and then connect them to places where they can live out their strengths in service to God.

Community Outreach

- Work closely with the Marketing Team to further advance the recognition, presence and connection to King of Kings within the community.
- Identify potential community partners and build lasting and reciprocal relationships.

Pastoral Ministry

- Preach, teach and administer the Sacraments as a called pastor of the church
- Officiate at special services such as weddings and funerals.
- Assist and support the Lead Pastor and other staff who have primary responsibility in the ministries of worship, mission, congregational care and learning.

Ministry Site Profile Highlights

Trends

- King of Kings offers two traditional services on Sunday, 8:15 and 9:30 with contemporary services on Saturday night at 5:17 and Sunday morning 10:45. Additionally, the 9:30am and 10:45am Sunday services are available to stream or watch on-demand.
- Our services average 900 worshipers per weekend. Although, King of Kings continues to be a large congregation, we see opportunity in the following:
 - Continued momentum within the small group ministry and local/global mission opportunities.
 - We have seen a steady decline in attendance over the past three to five years, primarily within our contemporary services.
 - New member involvement: volunteerism and retention

Context

- In the past 3 years, Woodbury has seen a boom in housing developments in the southwest area of the City
 - Approximately 700 homes per year, along with housing growth in the nearby cities of Cottage Grove, Oakdale, Lake Elmo and Stillwater.
- Opportunity to reach out to these neighborhoods to provide information about King of Kings, inviting them into our church community
- A non-denominational mega church and other church affiliations moving into Woodbury have had some impact on our contemporary service attendance
- Growth in Senior Housing Developments in Woodbury & surrounding areas offers another engagement opportunity for King of Kings

Goals

- Centered around our mission statement of "Feeding Physical & Spiritual Hunger" along with the "Hunger to be in Community" together, our goals include:
 - Increasing engagement from within our membership and engagement within the community, in order to build deeper relationships
 - Developing leadership in the youth and young adult demographics, in order to engage parents and families
 - Remodeling our old sanctuary in order to transform it into an area that will support worship, adult learning, and community connections

Purpose

- Jesus Christ and the Bible are at the center of all we do.
 - Throughout Jesus' ministry, He made it a point to foster a deep sense of community among His disciples. They experienced God's love as they journeyed together, ate together, prayed together and learned together. After they were fed and filled both physically and spiritually, they went out and shared God's Word with the world.
 - We also see this sense of community play out in the early church, as people would share God's word in order to teach and encourage one another. Yet they not only fed a spiritual hunger but a physical hunger by providing for the needs of others both within and beyond their community of faith. Once again,
- In both cases, it was this strong sense of community, grounded in Jesus Christ that provided the foundation for their ministry.

Mission Statement

Our Mission Statement is simple and yet grounded in Scripture:

- Feeding Physical Hunger - Matthew 25.35:
 - "...for I was hungry and you gave me food, I was thirsty and you gave me something to drink, I was a stranger and you welcomed me,..."
- Feeding Spiritual Hunger - Matthew 4.4:
 - "But he answered, 'It is written, "One does not live by bread alone, but by every word that comes from the mouth of God.'"
- Feeding the Hunger to be in Community - Hebrews 10.24-25:
 - "And let us consider how to provoke one another to love and good deeds, not neglecting to meet together, as is the habit of some, but encouraging one another, and all the more as you see the Day approaching".
- It is in light of this Biblical principle that we too will seek to create & foster a deep sense of community at King of Kings as we grow in faith together, meet the needs of those around us and spread the word of God's deep love and mission for us.
- In summary our Mission is simple to Feed Spiritual & Physical Hunger and the Hunger to be in Community.

Top 3 Mission Priorities

1. Fully engage members of the church so that they know that they are a vital part of King of Kings.
 2. Reach out into the community.
 3. Expand our Children, Student, and Family programs into a larger influence in the church.
- We seek to vision ahead to what we can become in the future as we listen and trust in God's plan

Top 5 Ministry Tasks

**Recruit &
Equip Leaders**

**Volunteer
Coordination**

**Youth & Family
Ministry**

**Building a Sense
of Community**

**Preaching /
Worship**

Top 5 Gifts for Ministry

**Be an effective
communicator**

**Be effective in
working with youth**

**Help others develop
their leadership
abilities and skills for
ministry**

**Be skilled in planning
and leading programs**

**Be able to share
leadership and work
in a team**