

Associate Pastor

Trinity Lutheran Church and School | Waconia, MN

Trinity Lutheran Church, upon prayerful consideration and in line with the mission given to us by the Lord of the Church, is seeking to call an Associate Pastor. This is a full-time, exempt (salaried) called position that reports directly to the Senior Pastor.

Position Summary

The Associate Pastor will serve as a vital relational bridge between Trinity's thriving school ministry and the broader congregation. This highly relational leader will focus heavily on "inreach"—building intentional relationships with school families, guiding the unchurched or nominally connected into active fellowship, and spiritually supporting our faculty. Alongside this school-focused mission, he will oversee a dynamic adult discipleship ministry and regularly proclaim God's Word through preaching.

The ideal candidate is an extroverted, team-oriented leader with a shepherd's heart, possessing a proven track record of pastoral success and a deep desire to see others grow in their faith.

Key Responsibilities

1. School-Focused Ministry (60%)

- **School Family Inreach (40%)**
 - Actively build relationships with school families, offering pastoral care and faith support.
 - Be the primary catalyst for welcoming unchurched or disconnected school families into the warm community of Trinity Lutheran Church.
- **Teach 7th Grade Faith Formation (15%)**
 - Teach and disciple our youth. Collaborate with fellow educators to develop a robust curriculum and scope-and-sequence that align seamlessly with the school's mission.
- **Faculty & Staff Spiritual Care (5%)**
 - Provide spiritual encouragement to our school staff. Equip teachers to integrate a Biblical worldview into their classrooms and help non-LCMS staff members understand and appreciate LCMS theological positions and scriptural interpretation.

2. Oversee and implement the Adult Ministry at Trinity (25%)

- Design, implement, and oversee a vibrant Adult Ministry.
- Develop diverse, interest-based studies, including dedicated men's and women's ministries.
- Enrich the congregation by coordinating guest presenters, learning trips, and spiritual retreats.

3. Preaching & Worship (15%)

- Preach at about 25–30% of our weekend worship services.
- Maintain a consistent, pastoral presence at all worship services; when not preaching, actively assist with the liturgy and administration of the Divine Service.
- Assist with or conduct occasional services as needed, including baptisms, weddings, funerals, and the Rite of Confirmation.

Required Skills & Qualifications

Professional Qualifications

- **Ordained Minister:** Must hold a Master of Divinity (MDiv) degree and be an ordained minister in good standing with the Lutheran Church—Missouri Synod (LCMS), or eligible for the LCMS roster.
- **Proven Pastoral Success:** Demonstrable success in the Pastoral Office, with a track record of exceeding expectations in the specific areas of ministry to which he has previously been called.
- **Theological & Pedagogical Leadership:** Ability to develop and teach from a Biblical worldview across academic settings.

Personal Qualifications

- **Highly Relational:** Possesses a genuine love for people, demonstrating exceptional emotional intelligence and confidentiality across diverse age groups, from school children and parents to faculty, youth, and adult congregants.
- **Extroverted & Engaging:** Energized by regular personal interaction and community outreach, comfortably initiating conversations with unchurched or nominally connected families.
- **Team-Player Mindset:** A collaborative worker who actively desires and supports the success of individual team members and the ministry staff as a whole.
- **Strong Time Management:** Highly organized with the distinct ability to balance multiple ministry areas effectively.

Equal Opportunity Employer Statement

Trinity Lutheran Church & School is an Equal Opportunity Employer. We are committed to providing a workplace that is inclusive and accessible for individuals with disabilities, in full compliance with ADA standards. If you require reasonable accommodations during the application or employment process, please contact Katie Dickison at katie.dickison@trinitywaconia.org.