



Job Title: Associate Pastor

Location: Luxembourg City, Luxembourg (Europe)

Organization: All Nations Church of Luxembourg (ANCL)

Overview of the role

All Nations Church of Luxembourg (ANCL) is looking for a new, full-time (40 hours per week) Associate Pastor to join our dynamic church family, starting as early as September 2024. The Associate Pastor will play a pivotal role in fostering community both inside and outside the church in a diverse, multi-cultural environment, in the heart of Europe. This multifaceted position is an exciting challenge to share the Gospel in a cosmopolitan yet very family-friendly place.

The job in a nutshell

As our Associate Pastor, you'll collaborate closely with the Lead Pastor to fulfill the church's mission, serving as an integral part of the Staff Team. Your responsibilities will include leading the small group and connection ministries, overseeing the youth ministry, supporting organizational activities, managing church communication, delivering occasional sermons, and providing other ministerial support as needed.

You'll spend your time doing the following:

- Actively welcoming and integrating new people into the community
- Leading and growing the Welcome and Connections ministry, ensuring a consistent and supportive approach from the initial website visit through to service and membership
- Overseeing and cultivating growth within the Small Group ministry, currently comprising 15 active small groups
- Growing God's flock by actively supporting the Local Outreach strategy
- Delivering occasional sermons as part of ANCL's worship services
- Managing church communication (e.g., website, weekly e-newsletter, announcements)
- Supporting the Lead Pastor, Staff Team, and Leadership Team to continually improve the ANCL organization and communication
- Additional responsibilities include developing the Men's ministry, Youth ministry, affinity groups, and other areas based in part on your interests and competencies

Here's what we are looking for:

Essential skills

- **Education:** A master's degree in divinity/theology or equivalent theological education.
- **Experience:** Prior experience in a pastoral role in an urban, multi-cultural environment. Having good knowledge of European culture and experience living cross-culturally is considered advantageous.
- **Fully proficient in English**
- **Pastoral care:** Demonstrate the ability to provide compassionate support and counseling for individuals and families, nurturing a culture of care and empathy within the church community.
- **Spiritual formation:** Display a personal commitment to ongoing spiritual growth and reflection, modeling a vibrant and authentic faith for the congregation to follow.
- **Teaching and discipleship:** Display proficiency in guiding spiritual growth through mentorship, study, and discipleship programs, equipping individuals to deepen their faith and relationship with

God as well as the broader community. Demonstrate a passion for ministering the Gospel and encouraging spiritual growth and development of our church members.

- **Communicating effectively:** Possess excellent verbal and written communication skills to effectively interact with all stakeholders, including congregants, staff, and external community members.
- **Building relationships:** Have a proven track record of cultivating meaningful relationships and fostering a sense of belonging and community within a diverse congregation.
- **Cultural and interpersonal sensitivity:** Exhibit cultural and interpersonal sensitivity and competence, engaging effectively with individuals from diverse backgrounds and fostering inclusivity within the church community.
- **Working collaboratively:** Embrace a collaborative mindset, actively supporting the overall mission and vision of the church, and contributing positively to the team dynamic.
- **Building teams:** Build, grow, and empower teams consisting of staff and/or volunteers, to apply their diverse skills and perspectives to achieve shared goals. Have a flexible approach to developing people to meet both their spiritual goals and the church's goals.
- **Organizational skills:** Showcase efficient organizational skills, adeptly managing time and resources, events, and admin tasks to support the smooth functioning of church operations.
- **Flexibility and resilience:** Adapt quickly to changing needs and priorities, demonstrating flexibility and resilience in navigating challenges and opportunities within the ministry context.

Additional skills

- **Language proficiency:** Proficiency in French, German or Luxembourgish would be a plus.
- **Resolving conflict:** Possess conflict resolution skills, navigating difficult situations with grace, wisdom, and humility to promote unity among members; stepping up to address difficult issues with kindness and compassion while saying what needs to be said.
- **Thinking strategically:** Demonstrate the ability to think strategically and creatively within your scope of responsibilities, proposing and executing ministry growth initiatives that align with the church's mission and vision.
- **Digital skills:** Demonstrate skill in leveraging technology, such as online church management platforms (e.g., Planning Center), communication tools (e.g., MailChimp), and website platforms (e.g., Wordpress), to effectively enhance communication and streamline administrative processes.

What we offer:

- Become part of a vibrant and diverse community committed to reflecting Christ's love to the world
- A fully funded position (i.e., no fundraising required)
- A competitive salary (based on a variety of factors including experience)
- Attractive benefits (including state healthcare, 26 days paid vacation, statutory paid parental leave, relocation and technology allowance, etc.)
- Opportunities for professional and personal growth in a supportive environment
- Flexible hours and home office

About All Nations Church of Luxembourg

All Nations Church of Luxembourg (ANCL) is an English-speaking church founded in 2004, located in the city center, in Limpertsberg district. On average, 210 adults and 110 children meet over our two services (9:30 and 11:00) each Sunday. Our vision is to be a community of hope to the world. As a church we seek to reflect Christ as a community that worships God, cares for people, helps them to grow and equips them to impact the world for God's glory. We are a classical evangelical church with a blended worship style. We

seek to welcome people whatever their background, and help them get closer and closer to Christ, the center. With 50+ different nationalities, we represent Luxembourg's (and Heaven's!) diversity in culture, languages, and origins. Our staff team is composed of: Lead Pastor, Associate Pastor, Worship Director (part time), Worship Assistant (part time), and Children's Ministry leader (part time). We are effectively supported by a well established Governing Board, Leadership Team, key volunteer leaders, and an engaged and motivated congregation: more than 78% of ANCL's current attendees have served in some volunteer role in the past 12 months.

ANCL is a member of the Association of International Churches in Europe and the Middle East ([AICEME](#)).

Want to know more?

Visit our website at allnationschurch.com and check out our [YouTube](#) channel to experience our worship services and learn more about our community. Upon application, we will send you our church profile, which gives an overview of the church and its ministries, as well as our statement of faith and other materials.

About Luxembourg

The Grand Duchy of Luxembourg is an active and diverse European country with 660k inhabitants. A founder of the European Union and headquarters for its administrative offices, almost half of the people living in Luxembourg are foreigners, closer to 70% in the capital city. Official languages are French, German and Luxembourgish, but in the capital, French and English are most commonly used. 50% of those working in Luxembourg are cross-border commuters living in France, Belgium, and Germany but originating from countries all over the world. With 129k inhabitants, the capital, Luxembourg City, has the dynamism and cosmopolitanism of a European capital with the charm of a small city, a very family-friendly environment with multiple international schools and enriching outdoor spaces. Luxembourg is an exciting environment to be a church - in a highly educated and secularized world, people are in desperate need of finding the essence of life.

Application process

If you are passionate about ministry in a diverse and dynamic environment, please submit your resume and cover letter in English, to apply@allnationschurch.com. ANCL follows a multi-step hiring process. Visits to Luxembourg and the church may be organized depending on the maturity of the candidacy.
