



The Mission Church is seeking a full-time Associate Pastor with key responsibilities in discipleship and pastoral care. The Mission Church (TMC) congregation of 1000+ has grown rapidly over the past 4 years with 3 services each Sunday. We practice Bible based expositional preaching. We place a high value on doctrine and expositional Bible teaching because God's will is revealed in God's Word. We aim to bring people closer to Jesus through Bible teaching and genuine fellowship so that lives may be transformed by Jesus' all-powerful love. We emphasize the grace, mercy, and forgiveness of sin through Jesus Christ because we all sin. We value the divine calling on every believer to live to the honor, glory, and revelation of Jesus.

The Associate Pastor will report directly to the Senior Pastor but will collaborate heavily with the existing Associate Pastor in the day-to-day operations of the church. This will require a firm grasp of the vision and values of The Mission Church and agree with the Doctrine / Statement of Faith. The man Jesus calls to this position will be part of a healthy church team (and church) that is eager to serve Jesus and each other.

Key Responsibilities:

- **Mission Groups (small groups):** We have a healthy, vibrant small group ministry. Responsibilities include: leader development and ongoing training, leader appreciation, new leader development / mentoring / discipleship, launching new groups, launching new recovery groups (recovery meetings will be held on church campus).
- **Pastoral Care:** Assist with pastoral care through Biblical counseling, discipleship, hospital visitations, weddings, baptisms, and funeral/memorial services.
- **Missions Ministry:** Lead two - three mission trips per year, spiritual oversight and support for our missionaries, financial accountability, and oversight of our missionaries, grow our mission ministries.
- **Marriage and Family Ministry:** Oversee and develop existing premarital ministry, Biblical marriage counseling (as mentioned above), and our existing prayer ministry.
- **Preaching / Teaching:** Pulpit fill as needed, and various preaching / teaching opportunities (Men's Ministry, conferences, retreats, classes, camps, etc.).

What a Strong Candidate Would Look Like:

- Agrees with the vision and values of The Mission Church as well as embraces the Doctrine / Statement of Faith
- Fulfills the biblical qualifications of elder / pastor as seen in 1 Timothy 3:1-7 and Titus 1:6-9
- Excellent communicator both verbally and written
- Gifted in teaching, leadership, and administration

- Ability to multitask while engaging with people pastorally
- Has at least 5 years of ministry experience
- Strong volunteer management experience
- Ability to preach as needed
- Strong work ethic
- Commitment to both the theology and practice of the church
- Be a great team player
- Must be a man
- Bible training (BA, M.Div. or greater preferred)

Why We Love This Opportunity:

“We worship Jesus. We care about people. We value relationships.”

The Mission Church is a Christ Centered independent evangelical church located in the beach community of Carlsbad in northern San Diego County, CA. The Mission Church’s philosophy of ministry comes directly from Jesus, it is very simple and yet incredibly profound: “We love Jesus, and we love people.” (Matthew 22:36-40). Jesus commanded us to love Him, obey Him, and go into the world making disciples, teaching them to obey all the things Jesus commanded (Matthew 28:18-20).

The Mission Church’s core values are embodied by the following statements. We place a high value on the following:

- **High quality, expositional Bible teaching.** Accurate teaching of God’s Word is the primary way mankind knows God / Jesus. God’s will and God’s person are both revealed in God’s Word. Faith comes by understanding God’s Word. (Romans 10:17, 10:14, 1:16, 2 Corinthians 4:5-6)
- **Grace, mercy, and forgiveness of sin through Jesus Christ:** We all sin. We all fall short. Jesus passionately went to the cross to atone for our sin and to give us His imputed righteousness. We value receiving Jesus’ forgiveness, mercy, and grace. Therefore, we value showing others forgiveness, mercy, and grace. (Romans 8:31-39, 5:1-2, 10:10-13, Galatians 2:20-21)
- **The Lordship of Jesus Christ:** Jesus is Lord of all, the church, our lives, our society, and of the world at large. We were created to glorify Him in our daily lives and therefore this is our highest. Our worth is found in belonging to Jesus, our Creator, and the Creator of all things. (Colossians 1:13-18)
- **Making Disciples of Jesus** who make disciples of Jesus. (Matthew 28:18-20)
- **The divine calling upon every believer** to use the gifts and talents Jesus has so freely given them to love and edify others in Jesus’ name. (1 Corinthians 7:17, 12:4-7.)
- **Helping each other live to this end.** So that our lives and the church glorify Jesus. (Mark 10:43-45, John 13:14-17, Galatians 5:14)

Location: Carlsbad

The suburban city of Carlsbad is located in northern San Diego County, California. Surrounded by mountains, lagoons and the Pacific Ocean, the city is situated on the Pacific Coast about 35 miles north of San Diego and about 60 miles south of Anaheim. Along with the cities of Vista and Oceanside, Carlsbad forms a third leg in what is called the "Tri-City Area" of the county.

This San Diego County beach community (now numbering 113,000 people) has some of the most desirable panoramic sunsets, great schools for families, and of course the beach. Anybody new to California will appreciate the mild winters and balmy summers. Here is a little "trivia":

- Carlsbad is named after a 19th century spa in the former Czech Republic known as Karlsbad.
- The first skateboard park in the world was in Carlsbad.
- Carlsbad Strawberries are famous as is their flower fields.
- Legoland is in their backyard.
- Great beaches, sunsets, and surf spots.

Salary:

- 65,000 – 100,000 based on experience and credentials.