



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/week) Associate Pastor to join our dynamic church family, starting in early 2027. The Associate Pastor will play a pivotal role in developing programs and curriculum, and in fostering community both inside and outside the church. ANCL is a fast-growing congregation in a diverse, multi-cultural environment in the heart of Europe. We are in need of an experienced Associate Pastor to help build structure and programs that equip and develop people to be effective disciples. 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 developing and leading discipleship programs to equip leaders and congregation members, developing and leading the Small Group and Welcome & Connections ministries, overseeing several other ministries, supporting organizational activities, managing church communication, delivering occasional sermons, and providing other administrative and ministerial support as needed.

You'll spend your time doing the following:

- Actively welcoming and integrating new people into the community
- Developing and implementing programs and curriculums that help nurture spiritual growth within the congregation
- 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 12 active small groups
- Growing God's flock through pastoral care and 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 Youth ministry, Young Adults ministry, other ministries and affinity groups, or 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:** A minimum 2 years 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**

- **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:** Demonstrate a passion and proficiency for ministering the Gospel and guiding spiritual growth and development through mentorship, study, and discipleship programs, equipping church members and other individuals to deepen their faith and relationship with God as well as the broader community. Proven experience developing and leading discipleship programs.
- **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.
- **Organizational and administrative skills:** Showcase efficient organizational skills, adeptly managing time and resources, organizing events, and possessing excellent administrative skills to support the smooth functioning of church operations.
- **Communicating effectively:** Possess excellent verbal and written communication skills to effectively interact with all groups, including congregants, staff, leadership, 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.
- **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), flexible hours and home office
- 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

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, 235 adults and 88 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 a full-time Lead Pastor and Associate Pastor, and part-time Worship Director, Worship Associate, Children's Ministry leader, and Pastoral Assistant. We are effectively supported by a well established Governing Board, Leadership Team, key volunteer leaders, and an engaged and motivated congregation: more than 83% 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 680k 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, dynamic international environment, please submit your resume and cover letter in English, to apply@allnationschurch.com. ANCL follows a multi-step hiring process. A criminal record extract will be required of the final candidate(s).

We encourage candidates to apply now, as applications will be reviewed in the order they're received. Candidates will be contacted in September with the next steps of the application process. Visits to Luxembourg and the church may be organized depending on the maturity of the candidacy.

NOTE: The job description is to be read in conjunction with the ANCL Constitution and ANCL Statutes. If there is any conflict between these and the job description, the ANCL Statutes will take precedence.