

Taiwanese Lutheran Church (TLC) of San Diego

Associate Pastor, English Ministry

Regular full time, exempt position

Reports to Senior Pastor and Church Council Board

Church Overview

TLC is a multi-generational and family-oriented church with three language services (Taiwanese, Mandarin, and English). Our teaching is theologically reformed and emphasizes gospel-centered preaching, cross-cultural missions, evangelism to the community, and discipleship through Bible study.

Most recently, James Kong, a graduate of Westminster Seminary California, faithfully served as pastor of the English congregation for approximately four years. In the summer of 2025, he responded to the Lord's calling to serve as an overseas missionary and church planter. During his absence, the pulpit ministry has been graciously supported by various WSC professors, alumni, and current students. Through his faithful leadership, Pastor Kong established a strong foundation in Reformed teaching, with a particular emphasis on the death and resurrection of our Lord Jesus Christ, the call to love one another, and the doctrine of justification by faith.

Position Overview

The Associate Pastor, English Ministry will have broad responsibility to lead all aspects of the English congregation, including but not limited to regular preaching combined adult/ youth congregation and leading weekly Bible study, youth group, fellowship, etc. The Associate Pastor will also provide pastoral care, including but not limited to visitation, counseling, and presiding over milestone events (baptism, weddings, funerals, etc.).

Job Responsibilities

- **Preaching, Discipleship, and Worship**
 - Responsible for all weekly preaching and expected to deliver an expositional, Gospel-centered sermon three-weeks each month.
 - Create meaningful worship service agendas to edify the congregation and welcome newcomers.
 - Create and lead discipleship training, develop or implement structured discipleship programs that equip members to grow in spiritual maturity, biblical knowledge, and christian leadership.
 - Facilitate training and mentoring for participants and provide practical tools to help multi-generational participants apply their faith to daily life.

- **Discipleship and Outreach**
 - Provide doctrinal sound spiritual guidance, recruit and coordinate a community of volunteers to meet the needs of the congregation.
 - Challenge members and regular attenders to grow in their own faith while sharing the love of God with people in San Diego, California, The US, Taiwan, and around the world through various engagement and outreach programs.
 - Contribute to the planning and implementation of church-wide events connecting the three language service communities as one unified church body.

- **Shepherding and Caring**
 - Shepherds the English congregation with a focus on youth by coordinating an annual calendar of events through volunteers to plan fruitful God-glorifying events (mission trips, VBS, retreats, conference attendance, etc).

- Offer spiritual and relational care to congregation members through prayer counseling, visitation, encouragement, and support during time of need. Foster meaningful relationships that promote spiritual health and personal well-being within the church community.
- Collaborate and support the Senior Pastor, elders, and deacons with discerning the spiritual direction of the church and establishing long term church plans.

Requirements and Qualifications:

- Bachelor of Divinity required, Masters of Divinity strongly preferred.
- Statement of Faith demonstrating call to pastoral ministry as described in 1 Peter 5:1-4 and character described in 1 Timothy 3:1-7.
- References affirming demonstrated temperament for pastoral ministry as outlined in Galatians 5:22-23.
- Provide three videos of past expositional sermons delivered to a church congregation.
- Asian-American ministry experience preferred or demonstrated cultural awareness in cross-culture environments.

TLC of San Diego provides a compensation package structured to support the Associate Pastor, including housing allowance, SECA Offset bonus, and Qualified Small Employer Health Reimbursement Arrangement for a total compensation range of \$85,000 to \$100,000 per year depending on knowledge, skills, and experience.