

## **Ministry Description – Pastor Advent –St. Nicholas, Quito, Ecuador**

### **A DESCRIPTION OF ADVENT-ST. NICHOLAS**

Advent-St. Nicholas is an interdenominational community of worship, fellowship, service and teaching in the Christian faith in God as revealed in Jesus Christ and through the working of the Holy Spirit. It is an English-speaking congregation worshipping in the liturgical tradition whose history includes the joining of a Lutheran congregation with an Episcopal congregation, both of which were formed to minister to the English-speaking expatriate community living in Quito.

Advent-St. Nicholas shares a church building and other facilities with two Lutheran congregations, one German-speaking and the other Spanish-speaking. Each congregation has its own Church Board and sends representatives to the *Consejo Directivo*, charged with affairs concerning the whole church. There are joint tri-congregational worship services on the first Sunday of Advent (the anniversary of the church's founding), Pentecost Sunday, and Reformation Sunday. Our most recent joint service celebrated the church's fiftieth anniversary.

The Advent-St. Nicholas community is comprised of individuals and families from the international community living in Quito who are both transient and permanent expatriate residents of Ecuador. It also includes Ecuadorian nationals who are English speakers. The ASN community meets together with the common desire to worship God in a liturgical setting in English.

The congregation participates in ministries such as Christian Education, Worship, Community Life, as well as outreach ministries to the wider Ecuadorian community including prison visitation, activities around social justice and the funding of a scholarship program. There is an active community life including gatherings around special celebrations within the church calendar.

Through congregational retreats and gatherings over the years, the congregation's core values have been articulated to include:

- acceptance of diverse denominational and worship traditions,
- being empowered by the Holy Spirit,
- striving to make the church relevant in today's world,
- making Advent-St. Nicholas an accepting and supportive community
- continuous learning about ourselves and our faith and,
- supporting one another in our respective journeys of faith

### **RESPONSIBILITIES OF PASTOR**

The fundamental responsibility of the Pastor of Advent-St. Nicholas Church is to enable and equip the congregation to act as the body of Christ and, together, carry out the purposes of the congregation.

**I. WORSHIP** The Pastor is primarily responsible for seeing that there is a creatively well planned and conducted Worship Service each Sunday that expresses the richness of the different worshipping traditions within the congregation, while maintaining its liturgical identity. The Pastor shall:

- serve as Worship Leader and/or Preacher and include other Pastors, Preachers and speakers as appropriate. Because Advent-St. Nicholas Church is immersed in the Ecuadorian ambience, services, sermons and speakers should reflect the reality of the congregation's presence and activities here. As required, the Pastor shall assist volunteer members of the congregation in the preparation of a Congregation Led Worship Service - possibly one Sunday per month. The Pastor shall be responsible for the weekly Order of Worship, its preparation and publication, on those Sundays the Pastor is Worship Leader;
- promote participation by the congregation, especially youth and children as integral and regular participants in the Worship Service;
- promote inclusiveness of the different worshipping traditions within the congregation, through music, liturgy, and preaching;
- work in close harmony with a Worship Committee or interested members of the church.
- *We are currently in the process of adopting the 2006 Evangelical Lutheran Worship as our hymnal/book of worship*

**II. PASTORAL CARE** The Pastor will work to strengthen a sense of community and caring, through home and workplace visitations to members, especially those who are ill, homebound or hospitalized.

**III. OUTREACH** In coordination with a Community Life Committee, or interested members of the church, the Pastor shall assist in outreach to the wider community by publicizing the church's mission, location, programs and special events at sites frequented by the English-speaking population: hotels, hostels, embassies, high schools, universities, language schools, diplomatic organizations, etc.

**IV. SOCIAL ACTION** In coordination with the Social Action Committee, or interested members of the church, the Pastor shall assist in the development of appropriate activities in response to the Lord's call to social action, namely the promotion of social justice and the implementation of our responsibility towards the poor and disadvantaged.

**V. CHRISTIAN EDUCATION** In coordination with a Christian Education Committee, or interested members of the church, the Pastor shall assist in the development and implementation of programs and activities for all ages, including children, youth and adults.

**VI. COMMUNITY** The Pastor shall seek to promote community both within the Advent-St. Nicholas congregation as well as with the larger ecumenical community of Quito where the Pastor shall act as representative of the English-speaking congregation, and when possible, attend ecumenical events. For Advent-St. Nicholas, the Pastor shall:

- attend the Advent-St. Nicholas Church Board meetings;
- attend the *Consejo Directivo* meetings;
- ensure, in collaboration with interested church members, the production of an occasional newsletter for the congregation (done as an e-mail), as well as regular updating of the Church Directory;
- facilitate church retreats and activities which strengthen a sense of community

**VII. RELATIONSHIP WITH COMMITTEES** Recognizing that the Pastor is not expected to perform all objectives of the congregation, the Pastor shall promote the development of congregational committees for the achieving of maximum congregational participation in the life of the church.

## **PROFILE OF PASTOR FOR ADVENT-ST. NICHOLAS (ASN)**

### **1. Endorsement by a recognized church body**

The Master of Divinity degree (or its equivalent) is required as well as endorsement by a recognized church body such as the denominations represented through prior pastors and the ASN constituency, which have included Anglican/Episcopal, Methodist, United Church of Christ, Lutheran, Presbyterian/Reformed, Evangelical Covenant, Moravian, and Quaker among others. This serves not only as evidence of the Pastor's academic and professional training, but also provides a legal body into which ASN can pay for retirement benefits and to cover other responsibilities. Candidates who have completed their degree requirements and are in the ordination track will also be considered.

### **2. Familiarity with South America and Latin American culture is desirable as well as a knowledge of conversational Spanish or the willingness to learn**

If the candidate does not already have conversational ability in Spanish, a willingness to learn the language is expected. All *Consejo Directivo* meetings are conducted in Spanish, and for the Pastor to both function in Ecuadorian society and represent ASN to the broader community, a reasonable command of Spanish is essential. Accordingly, the ASN budget includes provision for Spanish classes, if needed.

### **3. ASN is looking for a leader, man or woman:**

- who will cast a comprehensive *vision* for the church's future and *encourage* the congregation to more consistent and active lay participation and leadership.
- with a *cooperative spirit* who can work with a people of multiple denominational, confessional, and theological backgrounds, and aid our members in discerning and discovering an active, personal relationship with God through Jesus Christ. The ASN community looks to one another and their Pastor to learn from and grow in their understanding of Scripture, the Christian faith and

their relationship to God, Jesus Christ, and the Holy Spirit. The ability to maintain both *unity* and *breadth* is essential to ministry within the ASN community.

- willing to *explore* with the congregation their role in God's world today, including their role as Christians living in Ecuador.
- who will *challenge* us to gospel values through preaching and teaching.

#### 4. Experience

- ASN prefers a pastor with previous *cross-cultural experience/s* in congregational leadership but is open to interviewing candidates who have other kinds of experience/s in professional ministry.
- At this point, ASN does not have a church secretary. It is expected that the pastor will come with computer skills necessary to create the printed order of worship for Sundays and other service items as needed.

#### **PASTOR'S COMPENSATION and TIME COMMITMENT**

- Although ASN belongs to the *Iglesia Evangélica Luterana del Ecuador* (IELE), our legal entity consisting of the three congregations, it receives no outside financial support from a sponsoring body. The pastor's compensation is provided through congregational donations, tithing and fund-raising. Currently, the pastor's compensation package is set at \$30,000 USD (\$20,000/year salary + \$10,000 in benefits – housing, health insurance, pension, travel, and Spanish lessons if needed)
- Previous Pastors at ASN have received support for their work in Ecuador from their respective denominational bodies, other income producing projects, and/or a spouse with an income. We heartily encourage the successful candidate to seek additional financial support from his or her denomination or mission agency to supplement the compensation offered by the church, especially if one is coming with a spouse and/or children. The church is also open to opportunities for shared ministry that may arise while in Ecuador. A pastor who comes with strong German and/or Spanish language ability may be able to collaborate in ministry with our sister congregations.
- A two-year minimum commitment is asked of the successful candidate. Current Ecuadorian immigration laws require the applicant to obtain a missionary visa (valid for two years) prior to arrival in the country. The church will cover the cost of the application and legal fees, and will provide the necessary supporting documents. Those unable to make a two-year commitment may be considered for an interim position.

#### **APPLICATION**

To apply, please send the following to the ASN Pastoral Search Team to:

**[pastorsearch@asnquito.org](mailto:pastorsearch@asnquito.org)**

- Personal CV/Resumé
- Cover Letter which includes the following:
  - an explanation of why you are interested in the position and why you feel that you are qualified
  - relevant family information (who will be accompanying you)
  - approximate date of availability
- Two References (including email addresses, telephone numbers, and relationship to you; these should not be from family members)

Starting time is flexible, but a target date has been set for July 1<sup>st</sup>, 2009