



## Pastor of Missional Engagement

### Purpose of Emmanuel

While there are many ways a church can describe their ministries, we see Emmanuel like a revolving wheel, with a hub, a rim, and spokes.

#### The Hub: the gospel

A hub is the center that a wheel revolves around, and that holds all the parts together. For Emmanuel, that center is the gospel. To be gospel-centered means our lives now revolve around the grace of Christ, defining everything we do and holding all the parts together.

#### The Spokes: the ministries of Emmanuel

In the book of Genesis, we see that we are created for three things, sometimes called the creation mandates. First, we are made to have communion with our Creator, to “walk with God.” Second, we are created for community with one another, to be “fruitful and multiply,” to be knitted to one another through extended families and a broader social fabric. Third, we are to express our calling to “have dominion” over the earth in the wise stewardship of our time, treasure, and talents.

#### The Rim: balanced focus

Each mandate is expressed in ways that make our church both a Home and a Mission. “Communion” with God is expressed in our worship on Sundays and throughout the week, and through our outreach, by introducing others to a relationship with God. “Community” is expressed in our congregational fellowship, as well as our mercy and justice ministries that help restore broken relationships. “Calling” is expressed in our equipping ministries of teaching and discipleship, as well as through the stewardship of gifts, including our vocations.



### Purpose of Role

We believe churches in every age and place share these biblical imperatives. We believe that all churches should strive for balance rather than overemphasizing one mandate to the neglect of others. To that end, we aim to establish “mission parity” on our pastoral staff team, such that each half of the wheel—Home and Mission—is overseen by a dedicated pastor.

Currently, our Worship and Formation Pastor focuses on our Home-oriented ministries: worship, small groups, care groups, and adult education. The Pastor of Missional Engagement would focus on our Mission-oriented ministries: outreach, mercy and justice, missions, and vocational stewardship. This is a full-time Assistant Pastor position with the goal of transitioning to an Associate Pastor role.

## Responsibilities

### *Outreach & Evangelism*

- Nurture and develop a theology and passion for evangelism and outreach within the congregation.
- Develop and promote the vision of our outreach priorities.
- Help to promote a missional posture and strategy in existing ministry initiatives and programs.
- Plan teaching and training on outreach and evangelism, when the church focuses on the "Know God" spoke.
- Lead our explicit outreach initiatives, such as Alpha Groups.
  - Recruit, train, and manage a core team.
  - Plan, organize, and facilitate Alpha Group meetings.
  - Follow up with Alpha Group attendees if possible.
- Supervise and support our Outreach Director who serves our Spanish-speaking community.

### *Missions*

- Nurture and develop a theology and passion for missions within the congregation.
- Develop and promote the vision of our missions priorities.
- Plan teaching and training on missions, when the church focuses on the "Know God" spoke.
- Lead and/or supervise our Missions Board which:
  - Oversees, communicates with, and regularly prays for our missions partners, both global and domestic ([emmanuelarlington.org/missions](http://emmanuelarlington.org/missions)).
  - Vets new mission partners and support requests.
  - Updates and manages missions budget.

### *Mercy & Justice*

- Nurture and develop a theology and passion for mercy and justice within the congregation.
- Develop and promote the vision of our mercy and justice priorities.
- Plan teaching and training on mercy and justice, when the church focuses on the "Grow Community" spoke.
- Oversee our local and global mercy-focused strategic priorities.
  - Learn the purpose and vision of our partners and how the partnership fulfills our strategic initiatives ([emmanuelarlington.org/mercy-care](http://emmanuelarlington.org/mercy-care)).
  - Establish a relationship with each partner.
  - Strategize partnership opportunities which both engage the church and support our partners.
  - Help to recruit volunteers for partnership events.
  - Plan and coordinate monthly partnership highlights.
- Work alongside and support the Diaconate who:
  - Oversees congregational mercy needs (counseling requests, financial needs, etc.).
  - Manages mercy-focused partners.
  - Serves as the Deacon on Duty overseeing ushering and other duties on Sunday.

### *Vocational Stewardship*

- Nurture and develop a theology and passion for vocational stewardship within the congregation.
- Plan teaching and training on vocational stewardship, when the church focuses on the "Follow Christ" spoke.

### *Pastoral Responsibilities*

- Understand and clearly articulate Emmanuel's vision, culture, and ministry philosophy.
- Work with the pastors and staff to plan the ministry year and execute the vision of Emmanuel.
- Help in various ways with Sunday worship and other congregational events.
- Help with newcomer welcoming and follow up.
- Disciple and shepherd congregation members.

### *General Staff Responsibilities*

- Attend weekly Staff Meetings and Staff Prayer Meetings.
- Pursue professional and spiritual growth and development opportunities.
- Continually connect with intimate and vulnerable community where you are known.
- Adopt a rhythm of sabbath and rest to nurture personal health.
- Seek regular evaluation of ministry improvement and performance.
- Report to: Lead Pastor

## Qualifications

- Enjoys and adeptly engages with diverse people who are different culturally and/or socio-economically.
- Prioritizes and demonstrates theological, spiritual, and political humility.
- Has executive functioning and organizational abilities.
- Able to identify opportunities and strategically develop initiatives that align with Emmanuel's goals.
- Works well within a team by active listening, navigating disagreements constructively, and seeking compromise to support shared goals.
- Able to preach and engage with the congregation in a winsome, intellectually engaging, culturally relevant, vulnerable, and theologically robust manner.
- Able to manage teams/individuals, including skills in delegation, providing feedback, and motivating others.
- Is in good standing with current church or ministry.
- Prefer at least 5 years of full-time ministry experience.
- Prefer an ordained minister in the Presbyterian Church in America, but open to dialogue with qualified lay or non-PCA candidates.
- Able to comply with our "Protection and Prevention Pledge."
- Able to pass a background check.

## Description of Emmanuel

Emmanuel is a multiethnic church of over 400 adults and children located in Arlington, VA, planted in 2008. Over 55% of our congregation are racial and ethnic minorities, and we actively promote cross-cultural engagement and relational connections. This diversity is reflected throughout our leadership and staff, which includes seven full-time and part-time members. Our Sunday services offer simultaneous translation in Spanish, helping us serve our third largest demographic.

The greater DC region is a vibrant, diverse, fast-paced community, marked by civic energy, globally minded professionals, political engagement, and a culture shaped by public service, influence, and constant movement of ideas. Currently, Emmanuel's congregation consists of approximately 62% families with children or youth, 14% empty nesters, 14% couples without children, and 10% singles. We have about 100 children and over 60 youth. As a vibrant and growing congregation, we welcome visiting newcomers almost every Sunday. We are committed to fostering honest, vulnerable community that welcomes people with openness and compassion, wherever they are in their faith and church experience. We worship at Rivendell Christian School and are part of the Presbyterian Church in America.

## Contact

If you are interested in the position or have any questions, please contact us at ([office@emmanuelarlington.org](mailto:office@emmanuelarlington.org)).

[www.emmanuelarlington.org](http://www.emmanuelarlington.org)