

PROFILE OF ACB AND PASTOR POSITION DESCRIPTION

(Senior / Solo) Pastor of the American Church in Berlin

Job Location: Berlin, DEU (Germany)

Job Level: Senior / Solo Pastor

Level of Education: Master's Degree

Type: Full-Time/Regular (paid position w/ benefits)

Updated: August 28, 2024

Years of Experience: min. 5 years

Starting Date: January 2025 (or later depending on availability)

Submission Deadline: September 25, 2024

Job Description:

Location:

- Berlin, Germany

Site Information (about American Church in Berlin, "ACB")

- The ACB congregation is an international, ecumenical church with 25+ nations represented in its diverse membership, which is reflective of the global Christian community. This makes for a truly unique worshipping congregation. The congregation strives to be a model for international and inclusive ministry in Berlin and is often referred to as such by other local church organizations.
- The congregation worships in a historical landmark-protected cathedral-style church in the northern part of the Schöneberg district of Berlin. Currently a feasibility study is being launched to determine the scope and estimate the cost of the roof repair. Pending the outcome of the study, ACB may decide to begin a capital campaign within the next 12 to 18 months.
- The church is close to the city center, easily accessible by public transport. The immediate neighborhood is undergoing gentrification, as witnessed by new housing and city park developments immediately near the church. New art galleries, cafes, and artist communities are moving into the neighborhood. The congregation has lively and well-visited Sunday worship services.
- The church office and pastor's apartment are located 1 mile (1,6 km) from the sanctuary. The fourth-floor (European third-floor) directly adjacent office and well furnished apartment are without an elevator. The neighborhood has many necessities within easy reach and good transportation.
- For the past forty plus years, ACB has called its pastor from the ELCA (Evangelical Lutheran Church in America) roster or its predecessor bodies. This has been a worthwhile and valued relationship. And in alignment with the expanded inclusion of

more denominations who are in full communion with the ELCA, the congregation recently made the decision to also expand our pastoral call to pastors from churches who are in full communion with the ELCA.

- We are recognized for our ecumenical work in the German church and the wider faith community through involvement in ecumenical and inter-religious groups in Berlin.
- As a regional church, the congregation at ACB is geographically spread across the city of Berlin, with some members living within a few blocks of the church and others traveling as much as 90 minutes (one way) to attend worship.
- The congregation spans a wide attendance range from long-term members who consider Berlin their primary (permanent) home and have been in the congregation for decades, to others temporarily in Berlin, and tourists. The families at ACB tend to be younger. Many are just having their first child or have young children who require religious education at the lower grade levels. The number of seniors in the congregation is small, and the pastor spends less time working with home-bound-members and the hospitalized.
- ACB is what is called an independent church or “free church” in Germany. ACB is recognized and welcomed by the German protestant church (EKD), however it does not fall under the regulation of the German church. The legal and organizational structure fall under the regulations of a registered, non-profit charitable religious association.

Assignments Include:

- Provide pastoral leadership for American Church in Berlin (ACB) and help people to develop their spiritual life
 - preaching, teaching, pastoral care and counseling
 - support and enhance Christian education programs, ex. Bible studies
 - enable and nurture spiritual growth within the context of a multicultural congregation and community
- Provide pastoral and executive leadership in identifying and developing more lay leaders and support engagement from the congregation, necessary to sustain ACB’s strongly volunteer-reliant operations.
- Assess current and future-oriented internal and structural needs and opportunities after a long transition period without long-term pastor
- Reassess ministry and outreach needs and opportunities for growth
- Foster and build a very strong sense of fellowship and inclusion within the ACB church community
- Supervise staff including volunteers
- Work with minimal administrative staff and support
- Be a servant pastor who recognizes and meets the needs of the congregation

Experience and Skills:

- MDiv required, with ordination
- Minimum 5 years of experience pastoring a congregation

- General business/financial acumen
- Well-developed interpersonal skills demonstrating understanding and compassion
- Previous experience in supervising Word and Sacrament interns is helpful /a plus
- German language is a plus (further education can be provided)
- Experience in a capital campaign is a plus

General Qualifications:

- Exhibit an exceptional level of integrity, honesty, discretion, as well as transparency
- Strong Christian faith and a commitment to the mission of the church
 - ACB Mission Statement: We **welcome** all people. We **serve** the neighbors of Berlin. We **grow** together in Christ. We **celebrate** God's amazing love.
- Openness to various expressions of Christian faith and respect for people of other faiths
- Respect for beliefs, values and customs (traditional liturgy) of the congregation
- Ability and willingness to work within the framework of the German legal system and local regulatory guidelines pertaining, for example, to the church as a legal entity
- Treat all people justly; exemplify an unconditional and non-judgmental attitude toward welcoming people of all races, genders, and sexual orientations
- Not asking others to do what they are unwilling to do, be a hands-on pastor
- Adaptable and flexible - sense of humor - good physical and emotional health
- Demonstrate and set examples for excellent communication, listening skills, and constructive conflict resolution

Terms and Conditions:

For all candidates: This is a **paid position with additional benefits including healthcare insurance**, fully-furnished 3-bedroom / six room housing and a local public transportation pass. The position is funded directly by American Church in Berlin. The candidate must be eligible to obtain a German residency and work visa.

Information for ELCA-rostered candidates: This is a paid position that is funded directly by American Church in Berlin. The position would fall under voluntary placement within the context of the Global Mission Associate (GMA) of the ELCA (GMA) program, which is a ministry that encourages self-funded volunteer service outside the United States. While not employees, Global Mission Associates of the ELCA are understood to be global personnel of the ELCA.

If Candidate is Married:

Both must complete an application for this position, even if the spouse will not be fulfilling a specific role in the ministry. In the context of global mission service, a spouse is seen as a representative of the ELCA and of the receiving church regardless of their actual role. It is important that both members of a

couple understand the role of missionary and are comfortable with that reality.