



### Overview

[Victory Lutheran Church](#) in Mesa, Arizona seeks an experienced and winsome Associate Pastor to come alongside the Senior Pastor to increase the remarkable work taking place in this city.

### The Big Idea



Affiliated with [LCMC](#) (Lutheran Congregations in Mission for Christ), Victory is primarily comprised of retirees, empty nesters and snowbirds from across the Midwest and Canada who spend their winters in warmer climates. The church recently called Pastor Todd Mathison to assume the Senior Pastor role after the retirement of the former pastor. The energy and vision he brings is advancing the many good things that were already taking place at Victory. The Associate Pastor position will work closely with the Senior Pastor to execute the strategic plan of the church and provide critical pastoral leadership to the congregation. More specifically, this position will oversee the ICDS aspects of congregational life. *Invite* focuses on reaching new people while *Connect* assimilates new people into congregational life. The *Disciple* function assists people in growing deeper in Christ and *Send* oversees the vigorous missional thrusts of the congregation. In addition to these duties, the Associate Pastor will be a key piece on the speaking team. Victory is a unique congregation serving a unique demographic and is poised to make a deep impact on Mesa and beyond.

### The Church



Worship at Victory averages around 1,400 (winter) and 300 (summer). Services at Victory are offered at three times year-round over the course of the weekend: Saturdays at 4 p.m. and Sundays at 8 and 9:30 a.m. An additional Sunday service is offered at 11 a.m. from January through Easter. The worship style is traditional and done with excellence. The 25-minute sermons are biblically rich and winsomely delivered. The church has ten full-time and three part-time staff.

### The Candidate



The ideal candidate is a gentle but confident pastoral leader with a mature faith and clear theological convictions. This person will have a strong work ethic and an ability to effectively organize and administrate their work while shepherding the work of others. They will be a seasoned preacher, teaching biblical truth in a way that is relatable and memorable, using relevant stories to help illustrate and bring home the point of the sermon. The ideal candidate will be a team player on the staff and highly collaborative with the lay teams developed under their leadership. They will be easy going, personable and intentional in developing relationships with those who call Victory home. It is essential the candidate work well with others and has experience leading and developing high-caliber teams. Being able to delegate and empower others to contribute their best will ensure Victory is operating at its peak level. The incoming Associate Pastor will have experience moving organizations forward with clear strategic thinking and a future-minded perspective.

### The Location



Mesa, AZ is the most populous city in the East Valley section of the Phoenix metropolitan area and is the 3rd largest city in Arizona. With sunny weather year-round, it is a haven for outdoor activities like golf, biking, swimming, hiking and walking. The many good restaurants, theater district, museums, and other cultural activities mean there is something for every interest in the greater Mesa/Phoenix area. The high quality of life is why so many people have chosen this as their permanent and winter home.

### The Qualifications



Clear alignment with the Victory's [affirmation of faith](#) and values and the Lutheran theology and doctrine as described at the [LCMC website](#); Master of Divinity or Theology from an accredited seminary preferred; minimum of 10 years of ministry experience; excellent Bible-based preaching, teaching and communication skills; exceptional organizational IQ and strong administrative skills; a genuine passion for the gospel; missionally-focused toward serving and reaching the community with the Gospel; mature faith and wisdom that has been tested and proven through experience and intimacy with Jesus resulting in an intimate walk with him; appreciates a traditional worship style with openness to a contemporary style as well.

### Next Steps



Tim West  
NL Moore & Associates  
[tim@nlmoore.com](mailto:tim@nlmoore.com)  
863.838.0187

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