

# Application Pack for the Position of Assistant Pastor for Youth

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**Westlake Church Lausanne**  
*Rooted in the Gospel - Radical Transformation*

[www.westlakelausanne.com](http://www.westlakelausanne.com)

## **Important Dates**

**Closing Date for Applications:** August 31st 2018

**Interviews:** Interviews will be held in September 2018

**Prospective Start Date:** January 2019 - unless brought forward by mutual consent

## **How to Apply for the position of Assistant Pastor Westlake Church Lausanne, Switzerland**

To apply you must fulfil **all essential criteria**<sup>1</sup> and send us **two documents** by email:

### **1. Your CV:** This must include (as a minimum):

- Your name, date of birth, and contact details
- Your nationality and passports held (if applicable include Swiss work permit status)
- Details of your education (with dates)
- Any qualifications/examinations passed with grades
- Your current position and employment history
- Churches attended (with dates where possible)
- Languages spoken (including level of proficiency)
- Any hobbies, interests or sports that you pursue
- The names, addresses and emails of two referees. These must not be family members.

### **2. Answers to Questions** (a paragraph or two answering each question will suffice):

1. Why are you applying for this position?
2. Describe your conversion and Christian experience to date.
3. What is the Gospel? What does the Gospel mean for you personally?
4. What has been your involvement with youth and other areas of ministry? What have you seen that works well in engaging churched and unchurched young people in the Christian faith? What are the greatest challenges to young people in living as a Christian in post-Christian Europe?
5. Describe your experience of cross-cultural or international life and/or ministry.
6. Describe your philosophy of ministry.
7. Describe your approach to the Bible, its authority and its place in the life of a Christian.
8. Define marriage.
9. Are there any theological issues that especially matter to you?
10. What do you aspire to for the future for yourself?

Before submitting your application please ensure that your CV includes all requested details and that you have answered all the questions above.

**Please send your CV and answers to: [martin@westlakelausanne.com](mailto:martin@westlakelausanne.com)  
[www.westlakelausanne.com](http://www.westlakelausanne.com)**

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<sup>1</sup> See page 5 of this Application Pack

## **Job Description for Assistant Pastor**

### **Overall aim:**

To work with the Senior Pastor and elders to ensure the ongoing teaching and pastoral care of Westlake Church Lausanne (hereafter called Westlake). The final job description will be tailored to the experience of the successful candidate.

### **Key Goals and Responsibilities:**

#### **Youth:**

- He will be responsible for the teaching and pastoral care of youth in Westlake.
- He will actively recruit, train, work with and provide leadership for volunteers who serve Westlake youth.

#### **Young Adults and University Students:**

- He will work with the Senior Pastor and volunteers, to disciple, pastor and teach young adults and university students who attend Westlake.

#### **Teaching and Preaching:**

- According to experience, he will be given opportunity to preach at morning and evening services, and encouraged to grow and develop in this area.
- He will be responsible for organising the teaching ministry to Westlake youth at weekday meetings and on Sunday mornings. Some of the teaching may be delegated.
- With the Senior Pastor he will organise the annual weekend retreats for youth and young adults/university students, and teach on these weekends.

#### **Team meetings:**

- The Assistant Pastor will prepare for and attend staff team meetings.

#### **Practical Tasks and Administration:**

- He will work with the Senior Pastor and member-volunteers to ensure the good functioning of Westlake.

#### **Oversight and Accountability:**

- He will be overseen by the Board of Elders and report directly to the Senior Pastor.

## **Essential and Desirable Criteria for the Assistant Pastor**

### **Essential Criteria**

The successful candidate will:

- Be a committed, evangelical Christian
- Agree with the Statement of Faith of Westlake without hesitation on any point
- Own the vision, nature and direction of Westlake
- Have excellent English language skills
- Hold to the inerrancy and infallibility of Scripture
- Have a passion for and previous experience of university student and youth ministry (whether as a volunteer or in a paid position)
- Possess the ability to lead, inspire and recruit volunteers
- Be a good communicator with excellent interpersonal skills

### **Desirable Criteria**

The successful candidate will preferably have one or all of the following:

- Fluency (or competency) in spoken French<sup>2</sup>
- Undergraduate theological studies or above
- An EU or Swiss passport. Because of Swiss employment law, employment of non-EU/Swiss passport holders is subject to authorisation from local authorities.

## **Remuneration and Holidays**

This is a full-time post. The starting salary will depend on the successful candidate's experience and family situation.

He will be entitled to 20 days annual leave per year, in addition to national holidays.

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<sup>2</sup> It should be noted that whilst it would be desirable to speak French this is not essential. In fact, it is (sadly) possible to live here without ever really getting to grips with French. This is not to be recommended however! Having said that, non-Swiss/EU applicants may need to prove proficiency in spoken French to obtain a work permit.

## **About Westlake Church Lausanne**

### **History**

There are two Westlake Churches in the region of Lac Lemman (Lake Geneva if you're not a local!). Westlake Lausanne (the church you are considering) was planted out of Westlake Nyon in 2005.

For the first year Westlake Lausanne met monthly. Then, in September 2006, the church met every two weeks. In January 2008, the church began meeting every Sunday, and in April 2008 Martin Slack joined as Westlake Lausanne's first full-time pastor.

Since 2008 Westlake Nyon and Westlake Lausanne have been separate, independent churches.

### **Westlake Lausanne: Two Congregations**

The people who attend Westlake Lausanne come from all over the world and from many different church backgrounds, or none. They come to Lausanne for their work, or to study and are often high achievers. They come to Westlake in search of Christian community. Despite our many different backgrounds we are united in the gospel of Jesus Christ.

Because of continuing numerical growth in our morning congregation, Westlake Lausanne began a separate evening congregation in 2011.

Our morning congregation is made up primarily of young families, older couples, students and young professionals. Regular attendance at our morning service is around 230. We run a crèche for 0-2yrs, and have separate classes Sunday School classes for 3s, 4s, 5-7s, and 8-10s (see below for Youth). Each Sunday morning there are round 60 children in Sunday School classes (excluding crèche, junior youth and youth).

Our evening congregation was, and is, designed to reach university students and young adults, with no child care provided. Regular attendance at our evening service is around 50 students/young adults (depending on term time etc).

There is little crossover on Sundays between the two congregations.

### **Vision**

Our vision can be summarised as 'Rooted in the Gospel, Radical Transformation.' We believe that as we are increasingly rooted in the good news of what God has done for us in Jesus, and as this gospel is deeply rooted in us, we will see wonderful transformation in our lives.

As a church we desire to see this gospel bearing fruit in our own lives, and the lives of the English and French-speaking communities around us.

### **Language**

Westlake Lausanne is in a French-speaking part of Switzerland. However, all our Sunday services are conducted in English, though we have a growing number of people for whom French is their first language. There are two French-speaking home groups, and we have run Christianity Explored in French.

Whilst it is possible to get by without any French, an individual's experience of life here will be immensely greater if they either already speak some French or are willing to learn.

### **Home Groups**

Midweek home groups form an indispensable part of our church life together. This is where much of our pastoral care, accountability, fellowship, Bible-study and friendship happens.

We currently have 9 home groups scattered across the greater Lausanne area, including a student Bible-study and a French-speaking group for young adults. In addition there are a number of day-time women's Bible study groups.

### **The 'Feel' of Westlake Lausanne**

The people who attend Westlake are from many different nations and church backgrounds, and so we have a definite 'international' feel. People have come to the Lausanne area either for their work (for example for a 3-year placement with their multi-national company), or because they have an academic post, or are studying, at one of the universities or hotel schools, or because they work for a humanitarian organisation based here. Consequently, Westlake is a stimulating and enriching community to be a part of.

Our Sunday services have a relaxed feel to them. Our worship is mostly contemporary or blended in style, and we preach systematically and expositionally through books of the Bible.

Refreshments are served at the end of the morning service and in the middle of the evening service. Every 6 weeks or so we share a pot-luck lunch or dinner together. These are well attended with a wonderful spread of food!

Each year we have an annual church family retreat in the Spring, when the church goes away for a weekend of fellowship, worship, teaching and fun.

### **Leadership and Membership**

Westlake Lausanne is elder-led and congregationally governed. We have a formal membership, which appoints elders and pastoral staff, and is involved in all important decisions. There are at least two Members' Meetings annually.

Elders are elected on a simple majority vote of the membership for renewable 3-year terms. Pastoral staff are appointed on a 90% vote of the members, for a 4 year term. They are then subject to a reappointment vote (requiring 70% approval) every 4 years.

The Elder Board (we currently have 6 elders, including the Senior Pastor) meets monthly, and are genuine fellow leaders of the church with the pastoral staff.

To date our eldership and pastoral staff have enjoyed the wide support of the members. We have a high degree of unity within the church, which we value greatly.

### **Youth**

Our youth work is divided into Junior and Senior Youth Groups (11-13, and 14-18yrs respectively). Currently, we have in the region of 20-25 young people who fall into these combined aged brackets and are regularly involved.

Our Youth Groups meet weekly on Friday evenings, in different formats. On Sunday mornings, after combined worship with the whole church, the Junior Youth go out for their own, age-appropriate teaching each Sunday of term time. The Senior Youth have their own teaching every other week.

We have a committed group of volunteers who have served alongside our previous Assistant Pastor to deliver teaching and leadership to the groups.

Each year we organise a Youth Weekend Retreat, typically in a chalet in the mountains, plus ski-outings or other social events.

### **Students and 20s and 30s**

Westlake Lausanne meets on the doorstep of the EPFL and UNIL universities. In addition there are language schools, the IMD business school, hotel schools and a Pepperdine University campus in the near vicinity.

We have a growing number of students who come to our Sunday morning and evening services, and to our mid week Student Bible Study. Currently weekly attendance at Bible Study is around 20.

We have a very good relationship with our local GBEU (IFES/UCCF) team.

Each year we organise a University Students and Young Adults Weekend Retreat, with fellowship, worship and teaching specifically aimed at this age-group.

### **Missions**

We believe that the Gospel is good news for the whole world and not just for us. We divide our missions support into 4 streams: church planting, practical compassion, Bible translation and the persecuted church. To this end we support a number of projects both locally and further afield.

### **About our Area**

Lausanne sits on the shores of Lac Lemman (Lake Geneva), with the Jura mountains, the Prealps and Alps all within a short drive. It is an area of outstanding natural beauty, and opportunities for summer and winter sports abound.

## Statement of Faith

Below is our Statement of Faith, which all members must ascribe to, and which any prospective Assistant Pastor must also agree with, without hesitation:

“As well as other biblical teaching, the church professes the following basic doctrines and principles:

- The divine inspiration and authority of the Holy Scriptures as originally given, and their supreme authority in all matters of faith and conduct.
- The unity of God in three persons: Father, Son and Holy Spirit.
- The creation of all things, both visible and invisible, by the Word of God; all creation being in, through and for Jesus Christ, the eternal Son of God.
- The universal sinfulness and guilt of mankind since the Fall, rendering him subject to God’s wrath and condemnation and necessitating the regeneration of his whole being.
- The believer’s redemption from the guilt, penalty and power of sin solely through the sacrificial death of Jesus Christ, the incarnate Son of God, the only Representative and Substitute for mankind; This redemption is received through personal faith in Jesus Christ.
- The bodily resurrection of Jesus Christ from the dead.
- The second coming of Jesus Christ.
- The resurrection of mankind, and the eternal blessedness of the redeemed and the eternal punishment of the impenitent.
- The work of the Holy Spirit, convicting mankind of sin, bringing the sinner to repentance toward God and Faith in Jesus Christ.
- The indwelling and work of the Holy Spirit, granting new life and power to the believer and granting gifts to the Church.
- The unity and common priesthood of all believers, who together form the one Universal Church, the body of which Christ is the head.
- The believers’ common objective to live Christ-centred lives under the Lord’s authority and to make disciples of Jesus Christ according to His commandment.