



**Application Packet for the Position of  
Associate Pastor of Westlake Church Lausanne  
*Lausanne, Switzerland***

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**Important Dates**

Closing date for applications	December 15, 2024
Interviews	January – February 2025
Prospective Start Date	August 1, 2025

Westlake Church Lausanne  
Rooted in the Gospel - Radical Transformation  
[www.westlakelausanne.com](http://www.westlakelausanne.com)

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

Please send your CV and answers to: [HR@westlakelausanne.com](mailto:HR@westlakelausanne.com)

To apply you must fulfill **all essential criteria** and send us two documents by email:

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

- Your name, date of birth, and contact details (home address, email, cell phone number)
- Your nationality and passports held (if applicable include Swiss work permit status)
- Details of your education (with dates)
- Any relevant qualifications
- Your current position and employment history
- Churches attended (with dates)
- Languages spoken (including level of proficiency)
- Any hobbies, interests or sports that you pursue
- The names, addresses, and emails of two employment referees. These must not be family members.
- The name, addresses, and emails of your last two pastors (including your current pastor).

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

1. Describe your conversion and Christian walk to date.
2. What has been your involvement with discipling within the church?
3. Describe your philosophy of ministry.
4. What is the Gospel?
5. Define marriage.
6. What makes you interested in serving this particular congregation?
7. Do you agree with everything in this church's statement of faith? Is there anything missing from this statement of faith that you would like changed or added?
8. What have you preached or taught on in the last two years, and why?
9. What are some of the most important ideas and practices that you think cultivate health in a local church?
10. What are some things we might not like about you if we knew them (theological views, personal weaknesses)?
11. Tell us about your family. If married, how does your wife feel about being a pastor's wife?

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

## Job Description for Associate Pastor of Westlake Lausanne

Westlake Church Lausanne is seeking an experienced pastor/teacher who has a warm demeanor and excellent teaching abilities, is a servant-leader, a team player who will work alongside fellow elders, is communicative, a self-starter, and has a diligent character.

The primary mission of this new role is to support the senior pastor and congregation of Westlake Lausanne in the pursuit of becoming a church that nurtures disciples while equipping and training our community in gospel-centered ministry.

### **The position will entail:**

#### *Training, Teaching, and Mentoring*

- Discipling the congregation in growing in Christ-like character.
- Equipping the congregation to lead current ministries, Bible studies, and, where appropriate, up-front teaching.
- Overseeing the content and quality of teaching/training in our adult Sunday school ministry as well as taking an active part in leading class.
- Preaching occasionally on Sunday mornings with a demonstrably high level of Biblical knowledge and a willingness to engage the difficult issues of Christian life with truthful courage.

#### *Developing New Ministries*

- Creating and overseeing a training program in church-based, Gospel-centered ministry (including interns).
- Facilitating the development of pastoral care and biblical counselling within the church. We do not expect the successful candidate to be an expert, or even to have extensive experience in this field, but to put in place training - by others if necessary - to grow our skills in caring for one another.
- Developing a program of events with the senior pastor that applies the gospel to pressing contemporary issues.

### **The successful candidate will:**

- Be able to wholeheartedly affirm our Statement of Faith and be aligned doctrinally with the elders.
- Fulfill the biblical requirements listed in 1 Timothy 3:1-7 and Titus 1:5-11.
- Have at least 5 years of experience in pastoral or theological teaching ministry. Preferably including ministry experience to university students.
- Hold a theological degree or its equivalent. Preferably a Master's degree or higher.
- Have a humble, prudent, and energetic character:

Be encouraging and supportive with a willingness to delegate appropriately.  
Possess a passion for discipling, mentoring, and equipping the Body of Christ to share the Gospel and transform lives.

- Have a clear understanding of and vision for:  
How the gospel of Christ is to be applied to every facet of life.

The opportunities and challenges that an international community like Lausanne provides for the spread of the Gospel.

- Demonstrate a track record of discipling relationships in individual and/or group settings.
- Have excellent oral and written proficiency in English.  
Will have a minimum B1 level in French, if not already a French speaker.
- Possess Swiss or EU citizenship or be eligible and capable of obtaining a Swiss work permit.

#### **Typical workload:**

While it is difficult to predict pastoral workload, we expect the associate pastor to work 40 hours per week, with the Sunday morning class and service, attendance at home group/prayer meetings and social contact in addition to this.

#### **Mentoring relationships:**

The associate pastor will be mentored by the senior pastor and/or other members of the elder team.

#### **Reporting relationships:**

The associate pastor will report directly to the senior pastor with additional oversight by fellow elders.

#### **Duration and renewal:**

As with all pastoral positions, this position will be subject to renewal by congregational vote every 4 years.

## Essential and Desirable Criteria for the Associate 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
- Understand and be willing to own the vision, nature and direction of Westlake Lausanne
- Have a B1 (minimum) in French. (Certificate required if applicant is not Swiss and does not hold an EU passport)
- Have excellent English language skills
- Hold to the inerrancy and infallibility of Scripture
- Possess the ability and desire to disciple, and train others in discipleship
- Possess the ability and desire to preach and teach God's word expositionally
- Be a good communicator with excellent interpersonal skills
- Live or be willing to live in the greater Lausanne area

### ***Desirable Criteria***

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

- Be fluent in French
- Hold a theological degree or its equivalent, preferably a Master's degree or higher
- An EU or Swiss passport. Because of Swiss employment law, priority will be given to candidates holding an EU or Swiss passport

## Remuneration and Holidays

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

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

Pension included.

## 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

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.

Attendance at our Sunday services is around 300 people (including children).

### Vision

Our vision can be summarized 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 events are conducted in English. We do have a growing number of people for whom French is their first language and because of this we have a number of French-speaking home groups and some of our outreach events are conducted bilingually.

Whilst it is possible to get by without any French, an individual's experience of life here will be greater if they either already speak some French or are willing to learn. The Associate Pastor will need to be an EU citizen, or have at least a B1 level of French.

### 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 12 home groups scattered across the greater Lausanne area, including a number of student and young adult Bible-studies in English and French. In addition, there are a number of day-time women's Bible study groups.

### Class@9am

Each Sunday during term time we have an adult Sunday school class which runs from 9-10am, with breakfast. It is taught by elders and other qualified members of the congregation. Subjects may be theological, pastoral, or have a more practical/discipleship dimension.

### **Children's Sunday School**

On Sunday mornings we have 5 different classes for children aged 0-10, with roughly 80 children attending. The team includes 24 Sunday school teachers and 32 helpers.

### **Youth Ministry**

Our Youth Ministry runs a group on Friday evenings and Sunday mornings for our young people aged between 11-18. There are roughly 30 youth involved, with around 12 helpers/volunteers. For a number of years we have had a dedicated youth pastor, however that position is coming to an end with the creation of this new post, and we expect the youth ministry to become volunteer and parent led.

### **Christian Academics**

Although not formally a ministry of Westlake Lausanne, several of our members began and run a monthly ministry for Christian academics, which welcomes people from a number of different churches, though the significant majority are from Westlake and their events are coordinated with ours. Most of the teaching is also provided by Westlake members.

### **Men and Women's Ministries**

These two ministries arrange teaching and social events for men and women in the church, with the teaching typically delivered by church members.

### **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 organization 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.

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 8 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.

### **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 Associate 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-centered lives under the Lord’s authority and to make disciples of Jesus Christ according to His commandment.