



Job Description: Associate Pastor

Job Title: Associate Pastor

Reports to: Lead Pastor

Classification: Full-time

Works Closely With: Lead Pastor; Deacons; Small Group Leaders.

Method of Appointment: Recommended by Lead Pastor and approved by the Elder Board

Purpose:

Under the direction of the Lead Pastor, the Associate Pastor is responsible for equipping God's people to do His work through discipleship, shepherding, training and empowering congregants to be active in the work of the local church. Therefore, in this position he will lead and/or provide oversight to all key discipleship initiatives of the church including small groups and deacons leading specific ministries. This engagement will be for the purpose of helping congregants consistently grow and mature in their faith.

Responsibilities and Duties

Responsibilities

- Disciple the congregation toward spiritual maturity through training and shepherding.
- Oversee the discipleship ministries of the church. (i.e. life groups, youth ministry, men's ministry, women's ministry, children's ministry, etc.).
- Develop ministry leaders and disciples that can disciple others.
- Visit the congregation, specifically those in the hospital, nursing home, auxiliary, etc. under direction of the Lead Pastor.
- Provide spiritual counsel through discipleship.
- Preach the Word of God and administer the ordinances when requested by the Lead Pastor.

Duties

Discipling the Congregation

- Establish clear goals for the church's discipleship ministries, in conjunction with FBC's mission statement, and communicate these goals effectively to the church family formally and informally.
- Assist in creating an intentional culture where people are known, cared for, and prayed for by one another.
- Cultivate healthy Life Groups through recruiting, investing in, and caring for, Life Group Leaders ensuring adequate planning is in place in a timely manner. Oversee and approve content and resources for Life Groups. Monitor group health.

- Train, equip, and encourage people to lead discipleship relationships/ministries.
- Facilitate classes, courses, and experiences that equip people with biblical wisdom to follow Jesus and be effective witnesses to the world. Teach and facilitate church-wide classes and courses.

Leadership and Oversight of the Discipleship Ministries

- Oversee all deacons/leaders and interns related to discipleship ministries through regular meetings. This includes training and coaching lay ministry leadership teams.
- Develop the church's overall strategy for partnering with parents in discipling the next generation (from birth to high school graduation).
- Provide direction and support to plan and execute strategic retreats/conferences. (e.g. men's, women's & youth).
- Maintain policies that protect the safety and well-being of our kids and youth.

EXPECTATIONS

- Maintain a life of prayer - communion with God, intercession for our people.
- Live out of a Gospel "Rule of Life" (a grace-centred, missional rhythm of life rooted in communion with Jesus).
- Keep a regular weekly Sabbath.
- Clear commitment to ongoing personal growth in spiritual-emotional health.
- Continued pastoral learning and development.
- Maintain presence with the people and places God has opened up to you for gospel mission.
- Love people - a genuine enjoyment of people from all backgrounds and ages.
- Team builder - an entrepreneurial but not independent working style; able to strike the balance of working as a team player while also taking initiative as a self-starter.
- High self-awareness - a clear ability to read yourself and how others experience you.
- Theologically driven - can articulate a clear biblical-theological "why" behind the strategies employed for ministry.
- Function in a subordinate role to the Lead Pastor.

Requirements

- Minimum of five years' experience of related church or Christian ministry.
- A passion and a vision for seeing people formed and disciplined in Christ.
- Formal theological training.

Interested applicants can email Pastor Aaron at aaron@fbcdrumheller.com

** Please include a cover letter & resume, three references, and a philosophy of ministry.