

Associate Pastor Position

The Gathering Place Christian Church - Job Description

Role Summary

The Associate Pastor will provide strong spiritual and community leadership to the congregation as we seek to fulfill our Vision “to fulfill the Great Commission by being a nurturing family of faith that especially cares for children and youth”.

This role focuses on building a strong sense of Christian community within the congregation through pastoral care, discipleship, and relationship-building, while also contributing to preaching, teaching, and the administrative life of the church.

This role requires someone who wants to grow and learn in their faith and responsibilities as pastor. They will report to the Lead Pastor and collaborate with him towards the spiritual health and vision of the church.

The successful candidate will demonstrate a deep love for the Lord and His people, children, youth, and adults. The successful candidate will need humility, integrity and excellent interpersonal skills to assist in continuing to grow this lively congregation



Responsibilities:

The Associate Pastor’s primary responsibilities include, but are not limited to:

Congregational Community Connector:

- Foster meaningful relationships and a sense of belonging within the congregation in a way that brings them closer to the Lord.
- Identify spiritual gifts and encourage others to use them in service to God through events, programs and social times.
- Encourage participation in church life through small groups, children and youth activities, fellowship events, volunteer opportunities, and ministry teams.
- Welcome and connect newcomers, helping them become active members of the church community.
- Finding and encouraging volunteers and leaders for church ministries.

Leadership of Church Ministries:

- Support, equip and unify the church congregants, ministry teams and volunteers around the church's mission and vision.
- Encourage and support ministry leaders in their Christian walk.
- Support and equip ministry leaders to build healthy, Christ-centered teams as well as to fill in roles as needed when they are temporarily vacant.
- Partner with the ministry leadership of the church to start, improve and grow current and future ministries and ensure child, youth and adult ministries are achieving their goals by supporting them and ensuring they are well-functioning.

Shepherding

- Share in leading the congregation into meaningful encounters with God through clear, Scripture-based preaching with practical applications.
- Provide pastoral care to the congregation through visitation, mentoring and coordination of hospitality care.
- Support the Lead Pastor in carrying out church duties.

Administration

- Supervise the church administrative assistant.
- Assist with the planning and coordination of church ministries and events.
- Participate in staff meetings, ministry planning, and leadership discussions.
- Maintain appropriate records and communication related to assigned ministries.
- Support the Lead Pastor and church leadership in the effective operation of the church.
- Maintain appropriate confidentiality and healthy pastoral boundaries.

Qualifications:

- A vibrant and growing personal relationship with Jesus Christ. (Titus 1:9; 1 Peter 5:2)
- Agreement with the church's statement of faith and mission and vision.
- A servant-hearted attitude with a passion to care for people, especially children and youth.
- Demonstrated gifts in pastoral care, relationship-building, and discipleship.
- Strong interpersonal, organizational, and leadership skills.
- Ability to communicate God's Word effectively through preaching and teaching.
- A formal theological education is required, a masters of theology or divinity is preferred.

Personal Qualities

The successful candidate will demonstrate:

- Spiritual maturity and integrity.
- A genuine love for people and community.
- Humility, compassion, and approachability.
- Strong communication and listening skills.
- Initiative, flexibility, and the ability to work collaboratively.
- A heart for serving in a small-town church where relationships are central to ministry.
- An ability to create a work life balance in co-ordination with the Lead Pastor in ministry.

Accountability

The Associate Pastor reports directly to the Lead Pastor and works collaboratively with church staff, ministry leaders, elders, and volunteers.

Employment

This is a full-time position. Compensation and benefits will be determined based on qualifications, experience, and the policies of the church.

Associate Pastor Mission

The Associate Pastor is called to help this growing church in a new building to continue becoming a Christ-centered community where people are known, cared for, equipped, and sent to live out the Gospel in everyday life. Through pastoral care, teaching, leadership, and community-building, the Associate Pastor will help nurture a healthy congregation that faithfully serves both the church family and the surrounding community.



Great ComMISSION

"Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, teaching them to observe all that I have commanded you.

And behold, I am with you always, to the end of the age."

Matthew 28:19-20