



## **Ministry Leadership -- Pastor Job Description Associate Pastor**

### **General Personal & Spiritual Qualifications**

1. Profess personal faith in Jesus Christ as evidenced by spiritual maturity and passion for God.
2. Model biblical integrity in all things (Titus 2:7-8).
3. Model biblical leadership as an equipper of the saints for ministry (Eph 4:11-13).
4. Model obedience for pursuing the biblical community as described in the "one another" commands in Scripture (Mark 9:50, John 13:34; Romans 14:19, Phil 2:3).
5. Model a personal ministry of evangelism and discipleship.
6. Support a multicultural staff and multi-cultural team ministry.
7. Be in full agreement with Village's Doctrinal Statement, Church Covenant and Mission Statement.
8. Understand and acknowledge Village's By-Laws, Position Statements and Policies.
9. Minimum education requirement – a broad sequence of systematic theology (from Theology Proper to Eschatology), at least one course in practical theology relating to one's ministry focus (homiletics, pastoral theology, spiritual formation, missiology, etc.), and biblical survey (Genesis through Revelation) for credit from an accredited theological institution.

### **Ministry & Job Specific Qualifications**

1. M.Div. or equivalent graduate level or seminary degree.
2. Demonstrated experience in multicultural ministry leading a multi-person staff.
3. A minimum of 5 years in pastoral ministry experience, including effective preaching.
4. Demonstrated pastoral heart and experience, including ability in mentoring of, and accountability for, church leaders.
5. Demonstrated ability and passion in small group ministry
6. Demonstrated theological competency, and awareness in diverse Christian theologies and spiritualities
7. Demonstrated cross-cultural competency with missional conviction and experience in local and global missions.

### **Primary Job Responsibilities**

The Associate Pastor collaborates with leadership across the organization on the successful execution of our church wide vision. This role supports the Lead Pastor in overall vision casting and leadership of the church's teaching and ministries, and oversees pastoral care, small group, and generational ministries of the church.

### **Job Duties**

1. Enrich and Strategize the Mission and Vision of Village
  - a. Preach in Sunday adult services on a regular basis (approximately 1x/month)
  - b. Shepherd and nurture the spiritual health of the church
  - c. Contribute with constructive and consultative feedback to the proposed vision and ministries of Village alongside the Lead Team
  - d. Assist leading the staff and congregation to accomplish mission and vision of the church

2. Pastor
  - a. Provide pastoral opportunities to leaders/groups at Village
  - b. Provide healthy pastoral relationships with congregants
  - c. Collaborate in the planning of special services
  
3. Oversee the following areas of ministries by providing direction and support:
  - a. Pastoral Care Ministry (Co-Directors of Pastoral Care)
  - b. DNA Group Ministry (Director and Assistant Director of DNA Group Ministry)
  - c. Kid's Ministry (Director of Village Kids)
  - d. Youth Ministry (Director of Students and Their Families)
  - e. Senior Ministry (Director of Senior Ministry)
  
4. Other
  - a. Assume any responsibilities given by the Lead Pastor.

### **Relationships**

1. Reports to Lead Pastor
2. Receives annual review from Lead Pastor(s) according to the review policy established by the Personnel Commission.
3. In a "soul-care" relationship, where continued spiritual formation is the aim.