

The Desired Qualifications for our Associate Pastor

Shoreline Baptist Church of Port Egin, ON is seeking the right man to serve as an Associate Pastor. We are looking for the following qualities:

Character:

We are looking for someone with strong Christian character who meets the elders' requirements of 1 Timothy 3:1-7 and Titus 1:5-9. A spiritual man who genuinely and joyfully seeks the Lord in his leadership of the church, and who encourages people to go deeper in their walk with God.

Vision and Growth:

We are looking for someone who will help us refresh our vision for the next phase in our church's life, in partnership with the board of elders and lead Pastor. We desire to see our church grow for the sake of the gospel. We are looking for a pastor who intentionally helps us to grow spiritually.

Leadership:

We are looking for someone who is a gifted leader to provide leadership to the discipleship ministries of our church, with a focus on engaging men. The right candidate will have proven leadership experience and a track record of moving ministry forward. Psalm 78:72

Preaching:

We are looking for someone who will preach God's Word faithfully and effectively on occasion, sharing the load with our lead Pastor. 2 Timothy 4:1-2

Evangelism:

We are looking for someone to encourage our church towards a greater outward focus. We desire to reach our community for Jesus and desire an associate pastor who will strengthen our evangelism and outreach. 2 Timothy 4:5

Discipleship:

We are looking for an associate pastor who will strengthen our church's discipleship efforts. While we have had good discipleship in the past, we desire to develop a clear discipleship pathway so that people can grow more intentionally in their walk with Christ. Matthew 28:19-20

Leadership Development:

We desire an associate pastor who will lead our lay ministry teams with excellence and seek to develop new ministry leaders in our midst. 2 Timothy 2:2

Finally, we realize that this description is an ideal and that few pastors will be gifted in every area listed above. We are trusting the Lord to bring us a man with the right gift mix that complements our church's gifts, so we can accomplish His mission together.

Associate Pastor Job Description

Title: Associate Pastor (Elder)
Status: Full-time
Reports to: Lead Pastor and Elders Board

Specific Duties: Oversee Discipleship Ministries (60%)

- Develop a comprehensive and cohesive discipleship strategy for all ages in the church.
- Pastoral guidance & oversight of our Small Group ministries
- Focus on engaging and growing men spiritually
- Shepherding and development of ministry leaders and elders.
- Biblically Counsel men and couples.

Youth Ministry (15%)

- Recruit, mobilize and mentor a small team of lay people to lead a youth ministry as our demographics grow in this age group.

Vision and Leadership (15%)

- Support Lead Pastor and Elders in refreshing vision, mission & ministry priorities
- Oversee assigned church staff and volunteers
- Support development of 'systems' or workflows

Other Duties (10%)

- Make calls, visits, emails, prayers and encouragement for members, adherents and others who connect with our church
- Occasional preaching
- Other duties as required

Skills Required: Leadership Quality Bible Teaching Organizational
Strong People Skills Counselling Management

Education & Experience:

- Post secondary diploma or degree in Biblical or Theological studies
- Biblical Counselling certification (or equivalent) or a willingness to pursue
- 5+ years in church or para-church leadership experience

Other Requirements: Must be in agreement with Shoreline Baptist's Statement of Faith, Vision and Ministry Priorities, without reservation.

This is our initial take for the associate pastor role but we recognize that the unique gifts and abilities of the successful candidate may require us to adjust the job description to suit.