

Associate Pastor Job Description

POSITION SUMMARY

Faith Fellowship Baptist Church is a growing, multicultural church family seeking a full-time Associate Pastor of Discipleship & Family Ministries to provide pastoral leadership for our young adults and young families.

The Associate Pastor is a full-time staff member of FFBC who provides oversight and leadership development, discipleship and mentorship strategies for people to grow in their faith and to reach out to the Brandon community with the gospel of Jesus Christ. This position requires someone who motivates engagement, is gifted in team building and can lead with the example of being an authentic faithful follower of Jesus Christ.

The Associate Pastor participates with the church leadership in the overall administrative and planning efforts in regular meetings and Sunday services. The Associate Pastor is supervised by and works closely with the Senior Pastor. Both are directly accountable to the church leadership team, currently consisting of pastors and deacons.

This full-time position has a regular work week of 40-45 hours. Scheduling flexibility is given when the church calendar requires availability at irregular or extended working hours. Salary, scheduled days off, vacations, opportunities for personal and professional development and other terms of employment to be discussed and confirmed during the interview process.

This position requires clear Manitoba Criminal Record & Child Abuse Registry checks.

We are seeking a recommended minimum commitment of 5-7 years for the position of Associate Pastor, to be evaluated on a yearly basis after an initial six-month review.

EDUCATION AND EXPERIENCE

1. Three to four years with a Bible graduate degree from an approved Bible school is preferred.
2. Pastoral experience with a positive church ministry track-record and a gifting to clearly, accurately and faithfully preach and teach the Word of God.

QUALIFICATIONS AND SKILLS

1. Spiritual Leadership
 - Clear salvation testimony, pastoral calling to this ministry, and evidence of spiritual growth
 - Deep love for the Lord Jesus, and personal commitment to daily time in prayer and the study of God's Word with growing desire for spiritual maturity
 - Genuine love for people of all ages, with willingness to minister to and disciple new believers, adult volunteers and church families, and a desire to reach the unsaved for Christ
 - A servant's heart with the qualifications found in Titus 1:5-9 and 1 Timothy 3:1-7: demonstrating a spirit of hospitality, a willingness to forgive, reconcile and be humble

- Spiritual giftedness to preach, communicate and exemplify a committed Christ-centered life to encourage people in appreciating their faith, Christian friends and church faith community
 - Able to assist in counseling with patience and a sense of humor
 - Married to a Godly woman who has a clear Christian salvation testimony and walks faithfully with Christ, is willing and eager to be a pastor's wife and is a regular attendee in our services and ministries (as able)
2. Administrative & Soft Skills
- Self-motivated to work independently with limited oversight
 - Creative and flexible to solve problems and meet ministry needs or changes that arise
 - Able to work well with a team, resolve conflict and teach others to do the same
 - Able to empower others and delegate appropriately, with strong organization and communication skills
 - Skill in a second language, though not required, would be an asset

EXPECTATIONS OF DUTIES

Duties include but are not limited to the following.

1. Teach and disciple our people in Biblical and spiritual leadership primarily through the accurate, faithful and prayerful teaching of God's Word, including as part of the regular preaching schedule.
2. Be involved in regular ministries of the church as gifted and able, including Sunday worship services, baptisms, weddings, funerals, and communion, among others.
3. Attend regularly held meetings of the church and church leadership.
4. Work with church leadership to develop and implement a vision and values for our family-oriented discipleship and outreach ministries, focusing on the age group of 30-55, to better shepherd our family and faith communities throughout the city and region.
5. Work with other Committees to develop short-term mission experiences for our people both locally and globally, and to oversee various church ministries and summer outreach programs and activities, facilitating effective family events that build both Christian community and Godly character and allow faith to be shared in a safe environment.
6. Recruit, train and equip the necessary leadership for ministries related to our homes and families as well as student outreach efforts, helping people find their most effective place of service based on individual giftedness and abilities.
7. Provide leadership and oversight of our small group and adult teaching ministries, including but not limited to training small group leaders and one-on-one mentoring.
8. Effectively develop, organize and promote all weekly or regular discipleship, family-oriented and outreach events through all appropriate and available means.