

Job Description: **Associate Pastor**

Boston Baptist Church, in Boston Ontario 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 a strong Christian character who meets the leaderships 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 believer's 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 events in our church's life, in partnership with the board of Deacon's and senior Pastor. We desire to see our church grow for the sake of the gospel.

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 with them. 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 the senior Pastor. 2 Timothy 4:1-2

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. In addition, the associate Pastor will work alongside the Deacons to ensure ministries are run in compliance with BBC by-laws and policies. 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 in effect accomplish His mission together.

Associate Pastor Job Description

Title: Associate Pastor

Status: Full-time

Reports to: Senior Pastor and Deacons Board

Specific Duties:

- **Oversee Discipleship Ministries (40%)**
 - Develop a comprehensive and cohesive discipleship strategy for all ages in the church.
 - Focus on engaging and growing men spiritually
 - Shepherding and development of ministry leaders and elders.
 - Biblically Counsel men and couples.

- **Youth Ministry (25%)**
 - Recruit, mobilize and mentor a small team of lay people to lead a youth ministry as our demographics grow in this age group.
 - Equip the leaders serving in Youth ministry.
 - Active participant in youth events.

- **Vision and Leadership (15%)**
 - Support Lead Pastor and Elders in refreshing vision, mission & ministry priorities
 - Support development of 'systems' or workflows

- **Other Duties (20%)**
 - 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; Management

Education & Experience:

- Post secondary diploma or degree in Biblical or Theological studies
- 5+ years in church or para-church leadership experience

Other Requirements: Must be in agreement with BBC Statement of Faith, without reservation.