

First Baptist Church of Ashland JOB DESCRIPTION - Draft

OVERTIME: __ Exempt X Non-Exempt

JOB TITLE:	Associate Pastor
CLASSIFICATION:	Intern Part Time
DATE:	May 30, 2023

VISION, MISSION & PURPOSE OF THE POSITION:

Vision: A dedicated Pastor who is willing to do what it takes to be effective for God’s kingdom in the areas of youth and young families. One who builds and facilitates programs that make discipleship infectious and promote excitement for God’s kingdom. One who can speak God’s truth to the younger generation but also recognizes the fluidity of ministry and is willing to help the senior pastor and elder board with all areas of ministry as needed.

Mission: Primarily to mentor youth and young families as the church builds disciples and grows while also engaging the community to attract more disciples who are dedicated to God’s Kingdom. Secondly, to help the senior pastor with teaching and other areas of ministry as needed.

Purpose: The purpose is to guide and mentor the younger generations of this church, and with that as young people come in, they will have a way to be connected through the different ministry areas that the associate pastor would facilitate. Being prepared for growth is the most important part of growth in a church body, and the associate pastor would be the one who facilitates that preparation for our teenagers and young families.

SUMMARY:

The position will be multi-faceted with the primary emphasis on growing our youth and young families in relational closeness to Christ and secondarily assisting the senior pastor with his teaching and shepherding responsibilities as needed.

The Associate pastor will report to the senior pastor and elder board. It is the desire of FBC Ashland to make disciples and the associate pastor will be responsible for strategically planning, preparing, and implementing ways in which our current youth and young families will grow in relational closeness to Christ so as to engage and draw in members of the community who will see the love of Christ here at FBC Ashland and thereby be transformed.

The associate pastor will also assist our elder board and senior pastor with oversight for our volunteer children’s ministry director, volunteers, and children’s ministry and other various ministry programs.

The associate pastor will also work in outreach to the community as deemed appropriate by the elder board and may be required to help in different facets of outreach as needed by different church ministries.

ESSENTIAL JOB FUNCTIONS:

Responsibilities:

- Serve as youth and young family advocate, educating the congregation about the needs of the youth and young families within our congregation and community
- Collaborate with church leadership and volunteers in planning, developing, and implementing balanced and dynamic youth and young family ministries that grow our congregation closer to Jesus
- Recognize spiritual giftings of members in our congregation
- Recruit and train volunteers
- Oversee and implement FBC's child protection policies and practices relating to safety for children, volunteers, and staff
- Regularly communicate with church leadership, staff, parents, and congregation in a professional and timely manner
- Preach and teach Biblically sound sermons and Bible studies as assigned by the senior pastor
- Be willing to serve in many different facets of outreach
- Perform other ministry tasks as assigned by the senior pastor and elder board

Perform other duties as assigned.

JOB QUALIFICATION REQUIREMENTS:

Education: Bible college or seminary degree preferred but may be waived in lieu of 3-5 years of paid or volunteer ministry experience.

Experience: We prefer an individual with at least 3-5 years of experience working with youth as a paid or volunteer mentor, counselor, or youth minister/pastor. We would also like this individual to have biblical teaching experience in some sort of corporate worship setting, such as: preaching, church sanctioned Bible studies, Sunday school classes, or teaching biblical messages to youth.

SPECIAL REQUIREMENTS/LICENSES: Possession of valid Oregon drivers license (or ability to obtain) and acceptable driving record.

DESIRABLE QUALIFICATIONS:

- A vibrant personal faith in the person of Jesus Christ that aligns with FBC's doctrinal statement and mission statement
- Teachable, with a humble servant's attitude
- Meets the character qualifications of elder as stated in 1 Timothy 3 and Titus 1
- A love for youth and young families with a desire to make disciples
- A person with vision and organizational skills to strengthen and expand our youth and young family programs
- A strong set of soft (relational) skills so as to effectively and lovingly communicate with people from all different walks of life
- Strong knowledge of God's Word and the ability to teach it
- A Team player with the ability to encourage and collaborate with staff and volunteers
- Computer literate

PHYSICAL DEMANDS OF POSITION:

This position works primarily in an office and class room environ but occasionally will work with youths on approved programs outside the church and/or travel to other locations for sanctioned activities.

WORKING CONDITIONS:

Position is provided office space and equipment as needed to perform assigned duties.

SUPERVISORY RESPONSIBILITIES:

Leads and directs staff and volunteers as needed in the performance of the programs assigned. May provide training and orientation to newly employed or appointed members of ministries or staff.

SUPERVISION RECEIVED:

Supervised and evaluated by Preaching Pastor and/or Ministry Development Pastor.