

Associate Pastor Position Profile

TITLE:	Associate Pastor
HIRED BY/REPORTS TO:	Council
REPORTS OPERATIONALLY TO:	Senior Pastor
WORKS WITH:	Senior Pastor, Support Staff, Council, Ministry Teams
HOURS:	Full Time - 44+ hours/week with 2 days off/week
PASTORAL VIEW:	Every 2 years (2020) – Probationary Review (after 6 months)

OBJECTIVE: The Associate Pastor is part of the Faith Covenant Church Pastoral Team. Along with the Senior Pastor, the Associate Pastor is to assist the congregation to know God and make Him known. The Associate Pastor works collaboratively with the Senior Pastor and the Support Staff, Ministry Teams and Council to execute the Mission and Operational Plan of FCC.

THE ASSOCIATE PASTOR POSITION WILL OPERATE IN THE FOLLOWING AREAS

1. Youth and Family Ministry (40%)

- Plan, prepare and execute Youth and Family Ministry programs for FCC in consultation with the Pastoral Team, Council, Youth Council Volunteers and Christian Education team.
- Organize and lead in collaboration with volunteers Youth and Family events as appropriate.

2. Pastoral Care, Preaching, Teaching and Worship [35%]

- Prepare and deliver monthly sermons that are in harmony with scripture and vision of FCC, preaching 12-18 Sunday per year.
- Prepare and teach small group studies weekly.
- Visit and give pastoral care to those in need as requested.
- Administer sacraments as required.
- Perform weddings and funerals as required.
- Ensure ministry effectiveness through prayer, team work, leadership training and effective program evaluation and planning.
- Monitor the pulse of the congregation through interaction and dialogue.

3. Administration, Leadership Development [15%]

- Support FCC Leadership in realizing the Mission and Operational Plan of FCC

- Work collaboratively with Senior Pastor, Support Staff, Ministry Teams and Council in the continuing development and updating of FCC Ministry and Operational Plans.
- Attend regularly Scheduled Pastoral Team meetings, Staff/Council representative meetings and Council meetings.

4. Community Outreach and Other Duties (10%)

- Care for those in the community who do not attend FCC are seen as part of our church's objective of making God known and serving the spiritual needs of the community.
- Participate in the life of Breton and the surrounding communities as a representative of the FCC as time permits.
- Support, use and promote Evangelical Covenant Church of Canada and Covenant Bay Bible Camp resources and programs.
- Perform other pastoral and administrative duties as assigned by council and/or Senior Pastor.

The above percentages are intended to work as guidelines and a reflection of ministry priorities. FCC leadership understands that not every week will be the same. That said, the percentages may be adjusted as appropriate during the Pastoral Review process cited above.

SKILLS/QUALIFICATIONS

The Associated Pastor will:

- Have a strong and vibrant walk with the Lord and a passion to encourage the same in others.
- Possess an appropriate educational background.
- Have experience in Pastoral Ministry.
- Display strong team building and leadership skills
- Exhibit fruits of the spirit in one's character.
- Be able to prioritize and multi-task while giving attention to details.
- Be flexible and adaptable when facing the challenges of leading a growing church.
- Exercise strong interpersonal skills, with the ability to communicate well both orally and in writing.
- Display a strong biblical foundation.
- Possess credentials required by Evangelical Covenant Church of Canada or be working toward obtaining them. www.covchurch.org/vocational-ministry/call-process
- Participate as an active member of Faith Covenant Church.
- Plan and participate in the Evangelical Covenant Church expectations for further and continuing education.

It is recognized that the accomplishment of the purposes of God at Faith Covenant Church are achieved only through His power, a strong cohesive team and the work of everyone in the church. More information about the history, vision and mission of the church may be found on the website: www.faithcovenantchurch.ca.