

## Associate Pastor

The Associate Pastor at Sanctuary Columbus Church (SCC) will be responsible for shepherding, care, and discipleship of staff and congregants. The Associate Pastor will assume a complementary leadership role to the Senior Pastor, providing oversight to various ministries and empowering staff and volunteers. The role will work closely with ministry teams to develop a strong discipleship strategy, increase engagement from congregants and visitors in living out the mission of the church, as well as provide pastoral support for congregational care.

### Duties and Responsibilities:

#### OVERSIGHT OF DISCIPLESHIP

- Oversight of group discipleship ministries, including but not limited to community groups and men's/women's ministries
- Facilitate the developing mission and strategy for spiritual formation to foster growth in Christ
- Development of curriculum and long-term plan for the church's discipleship trajectory
- Exercise vision and influence over prayer ministry
- Lead a comprehensive plan for personal and corporate evangelism

#### STAFF AND VOLUNTEER DEVELOPMENT

- Provide communication, leadership development, and resources to ministry leaders
- Organize training and development for staff team and volunteers to equip them to lead their ministry areas
- Lead quarterly group leader and class leader training sessions
- Serve as the first point of contact for ministry team leaders seeking advice or assistance
- Provide leadership and organization over worship experiences
- Manage staff as assigned

#### TEACHING AND CONGREGATIONAL CARE

- Preach 6-12 times a year
- Provide care and pastoral counseling for congregational members in need
- Provide pastoral leadership for weddings, funerals, baptisms and child dedications
- Work with children and youth ministry leaders to ensure the needs of children, youth and families are being met
- Participate in the connections team process to help welcome and meet newcomers

### Desired characteristics:

#### THEOLOGY

- Affirmation of Sanctuary Columbus Church's Core Beliefs (<https://www.sanctuarycolumbus.com/aboutus>)
- Agreement with the Evangelical Covenant Church Affirmations (<https://covchurch.org/who-we-are/beliefs/affirmations/>)

#### A HEART FOR GOD'S KINGDOM FOR ALL NATIONS

- Passion for leading church members into deep cross-cultural relationship with one another
- A pursuit of racial justice and willingness to discuss relevant racial issues
- A posture of learning, listening, and empowering different voices within the congregation to grow SCC to be a more welcoming church for people from all backgrounds
- A holistic view on the Christian faith that incorporates the gifts and wisdom of different cultures as created by God

#### A TEAM PLAYER

- Be a strong communicator, able to cast vision and navigate through challenging conversations and topics
- Someone who puts relationship at the forefront, willing to do the hard work of conflict resolution

- An eagerness to collaborate with others, working together towards excellent solutions while empowering others along the way

#### A SERVANT LEADER

- A strong leader that exhibits a posture of humility and a willingness to learn
- Someone who is approachable and trustworthy
- A leader that lives out their beliefs and values through action and service
- Someone who exhibits a high level of integrity, with clear values and boundaries
- A commitment to grow personally and professionally

#### EXPERIENCE AND EDUCATION

- 5 years of leadership experience in a Church, non-profit, or equivalent
- A strong ability to plan and prioritize independently
- Preferred: Master's Degree in Pastoral Care, Counseling, Christian Formation, or a related field
- Intent to become licensed or credentialed in the Evangelical Covenant Church

#### Application Questions:

1. What spiritual gifts, competencies, and virtues do you bring to ministry (250 words or less, preferred)?
2. Sanctuary Columbus is a multi-ethnic church, transformed by Jesus and united in service. What about the mission at Sanctuary Columbus Church do you most connect with? Please explain (250 words or less, preferred).
3. Please describe your theological perspective on discipleship and spiritual formation (250 words or less, preferred).
4. Please describe your perspective on pastoral ministry (250 words or less, preferred).
5. Please outline your approach to leadership and team ministry (250 words or less, preferred).

#### Application Process:

To apply, please send the below information to [hiring.sanctuarycolumbus@gmail.com](mailto:hiring.sanctuarycolumbus@gmail.com)

1. Cover Letter
2. Responses to Application Questions
3. Resume
4. 3 Professional References
5. Acknowledgement to Submission Questions

#### Submission Acknowledgement:

I hereby certify that all information provided is accurate and I authorize Sanctuary Columbus Church representatives to contact my **former** employers, references and all other sources they deem necessary in order to verify facts and information furnished with regard to my character and qualifications. I release Sanctuary Columbus Church and its agents from all liability which might result from conducting this investigation. I further understand that the completion of this application process and any addendum thereto does not assure me of a position with Sanctuary Columbus Church or obligate Sanctuary Columbus Church in any way.

1. Do you agree? \* (Yes/No)
  - a. Initial & Date
2. May we contact your current employer? (Yes/No/Prefer Not at this Time)
  - a. Initial & Date