**Associate Pastor Position - First Baptist Church, Pentwater**

1. **Qualifications**
2. **Professing Believer** – Clear, personal testimony of salvation followed by baptism by immersion.
3. **Growing in faith walk –** Evidences a solid and growing personal relationship with Jesus Christ.
4. **Devoted to ministry –**  Be devoted to helping people become faithful followers of Jesus Christ. Able to cast vision and build ministry alignment.
5. **Meets Biblical Standard –** Fulfill the biblical requirements for an overseer or shepherd from 1 Timothy 3: 1 -7; Titus 1: 5 – 9 and 1 Peter 5: 1-4.
6. **Calling –** Spirit led calling to the position of Associate Pastor and an ability to delegate ministry responsibilities to qualified individuals in order to maximize ministry impact.
7. **Education –** Education and experience consistent with or complimentary to the job description
8. **Ordination** – Candidates should be ordained or willing to pursue ordination within a reasonable time frame.
9. **Gifts** – Exercises spiritual gifts and skills in teaching, mentoring, leadership, team building and active in using his gifts in a local church.
10. **United with us -** In complete agreement with FBC’s Statement of Faith.
11. **Submitted to authority** - Willing to work alongside the senior pastor and the Leadership Team.
12. **Gracious and Cheerful -** Willing to demonstrate a Christ-like attitude through all interactions with the church body, church staff and Leadership Team and maintains that attitude in the community.
13. **Rightly ordered affections and effective leadership potential –** Displaying a passion for people of all ages, with strong compassionate leadership qualities, motivational, reliable, personable approachable, relatable.
14. **Job Description**

**Ministry Description:**

***The Associate Pastor will primarily give direction and oversight to the church's ministry to both youth and young families, as well as other general duties as assigned by the Senior Pastor.***

**Office Responsibilities:**

***Recognizing the uniqueness of his ministry, a flexible work schedule which sets general office hours as well as direct ministry-related time will be established in conjunction with the Senior Pastor.***

**Ministry Responsibilities:**

* Plan, coordinate and participate in youth activities including: music events, seminars, retreats, mission trips, evangelistic outreaches, recreational activities, etc.
* Develop a knowledge of our youth and their parents/guardians by regular contact through church ministries, attendance at school-sponsored events, home visits, etc.
* Provide pastoral counseling (consistent with his level of training) to youth and parents (in issues related to youth/parenting), referring to more highly trained and/or experienced counselors where appropriate.
* Maintain the highest levels of ethical and moral conduct and accountability, especially in the area of potentially sexually compromising situations, and communicate this same expectation to all adult youth workers.
* Recruit, train (as necessary) and oversee workers in all ministries with youth and young families, in conjunction with the Elder Team.
* Actively involved in FBC’s ministries: Worship services, men’s ministry, and general activities of the church.
* In the absence of the Senior Pastor, will have responsibility for hospital/crisis visitation.
* The Associate Pastor does not have primary preaching responsibility but may be given opportunities to preach. He will conduct baptisms, weddings, and funerals in coordination with the Senior Pastor.
* Communicate to the congregation about the programs of the youth and young families’ ministries for informational purposes and for areas of needed prayer.

**Please note:** Each candidate must pass a rigorous background check, fingerprinting, and reference checks.

***Applicants – If you feel led to pursue this ministry opportunity, please fill out an application that is available on the church website****.*