

Associate Pastor

Job Type: Full-Time, Exempt

Concord Church is eager to discover God's person for this mission critical role of Associate Pastor. If you are a discipleship minded pastor who is searching to make an impact for the Kingdom and if you meet the following criteria, then we would be excited to hear from you.

Job Summary:

To serve as a gospel-centered, enthusiastic ministry partner on our Senior Staff team, working with the Senior Pastor to embrace and advance the mission of Concord Church: connecting all people to Jesus so they can grow in their faith and serve others. To demonstrate a passion for making disciples within a multi-generational context and exhibit a shepherd's heart for the congregation. To support strong Adult Ministry volunteer leaders as they develop and carry out ministry in their particular context.

Major Responsibilities:

- Provide oversight, training, and strategic direction for all Adult Discipleship environments, ensuring strong biblical content, qualified teachers, and clear pathways for spiritual growth.
- Serve as Senior Staff liaison to Adult Ministry volunteer leadership, including the Loving and Caring (homebound) Ministry, Senior Adults events, Men Ministry, Women Ministry, and Deacon ministries.
- Assist Senior Pastor in fulfilling his leadership responsibilities, including preaching and teaching, as required.
- Support fellow Senior Staff members in various ministry areas as required.

Specific Duties:

- Oversee Sunday morning Connection Classes, Wednesday night adult programming, and other small groups and support groups that meet during the week on or off campus.
- Support and participate in Sunday morning gatherings of fellowship, worship, and preaching
- Prepare and lead Wednesday night adult Bible study as needed.
- Communicate with and represent Adult Ministry volunteer leadership
 - Oversee budgets of the related ministry areas
 - Represent groups in the calendaring process and other church-wide planning processes
- Call or visit congregants experiencing illness, hardship, or personal challenges, with priority given to senior adults.
- Visit and pray with individuals who are hospitalized or undergoing surgery.
- Provide pastoral counseling to individuals and families.
- Participate in weekly staff meetings and weekly breakouts with Senior Pastor.

Spiritual & Personal Qualities

- A growing, personal relationship with Jesus Christ.
- Passionate about helping people grow in their faith, relationships, and leadership.
- Emotionally healthy, humble, and grounded in the authority of Scripture.



- A team player who thrives in collaborative, fast-paced ministry environments.

Skills, Strengths, and Requirements

- Minimum of 5 years of proven experience leading small groups, discipleship systems.
- Minimum of 10 years of proven experience leading volunteers
- A bachelor's degree in biblical studies or a related field
- Strong communication, teaching/preaching, and interpersonal skills
- Organized and detail-oriented with the ability to manage multiple areas of responsibility
- Strong work ethic with openness to accountability
- Competent in counseling and spiritual care
- Competent in pastoral care, weddings, and funerals
- Able to empower and support volunteer leaders
- Comfortable using digital tools (Planning Center, Microsoft, etc.)

Personal Expectations

- Maintain a growing relationship with Jesus through prayer, Scripture, and accountability.
- Have a deep commitment to the local church
- Maintain healthy relationships at home with their family.
- Serve and collaborate with other staff members in a spirit of unity and support.
- Participate personally in corporate worship, discipleship, and special services.

Physical Demands:

- Moderate energy
- 40+ hours work expectation
- Some lifting and moving furniture, like folding chairs and tables, rolling TV carts

Extent of Public Contact:

- Concord Congregation
- Concord staff members
- Extended families of congregants
- Community organizations

Supervision: Staff and Volunteers

- Staff - none
- Adult Ministry volunteer leaders (Loving and Caring, Senior Adult events, Men, Women, Deacons)
- Adult Discipleship teachers and leaders

Benefits:

- Competitive Salary
- Moving Expenses
- Health Insurance
- Matching Retirement
- Paid Holidays
- Paid Vacation
- Collaborative Work Environment
- Supportive Senior Pastor & Elders
- Creative Freedom

