

ASSOCIATE PASTOR

Christ Community Church (CCC) – Nanaimo, British Columbia

CONTEXT

Christ Community Church seeks to be a vibrant, Spirit-filled community through which God reaches and shapes every generation.

We believe that God is calling CCC to:

1. Focus on spiritual renewal and growth for everyone.
2. Be increasingly intentional in relationship building.
3. Continue fostering a culture of shared leadership in this church.

CCC is utilizing Ministry Teams to bring this communal vision to fruition.

For additional context please go to our website www.cccnanaimo.com and review our Church Profile document which includes the "Doing Ministry Together at CCC" diagram.

CCC currently employs a Lead Pastor and a Church Administrator and now seeks to hire a full time Associate Pastor to fulfill the following profile.

TERMS: Permanent, full-time (40 hrs/week)

REPORTS TO: Lead Pastor and Council

ANNUAL SALARY: Dependent on the skills and experience of the successful candidate. Initially, this will be no less than \$51,625.

I. SHEPHERDING OF MINISTRY TEAMS

- a) Assist Ministry Teams in developing and living out their purposes and goals.
- b) Assist teams by sourcing resources.
- c) Assess and assist those teams requiring support with training and teaching.
- d) Provide guidance, along with the Lead Pastor, for Ministry Team initiatives.
- e) Provide theological and spiritual guidance to Ministry Teams.

II. SHEPHERDING OF THE CONGREGATION

- a) Equip and support individuals in their roles on Ministry Teams by assessing skills and giftedness of individuals, building relationships, mentoring team leaders, providing access to training, acting as liaison between teams and assisting with recruiting.
- b) Be directly involved on the following Ministry Teams:
 - Pastoral Care Ministry Team: providing pastoral care and training lay members to support fellow congregants.
 - Linking Team: linking all adults and youth at CCC with opportunities to serve in the ministries and offices of our church.
- c) Engage in long term planning and identifying of the future needs of the church, along with the Lead Pastor and other appropriate staff and leaders.
- d) Be part of the Staff Team that ensures the following occurs:
 - Alignment of communication with the three themes of our communal vision referred to in the "CONTEXT" Section.
 - Reflection of a positive relationship between CCC and the greater community.
 - Broadening of awareness and increase visibility in Nanaimo.

- Strengthening of lines of communication between Ministry Teams, Council, Pastor, staff and congregation
- Identification of opportunities for improvement in our communication practices and creating a plan to address these.
- Evaluation of effectiveness in our communications by recognizing trends and determining the engagement of different age groups.
- Reflection of a standard of high quality and impact for both internal and external audiences.
- Weekly Sunday worship planning with volunteers, e.g. music leaders, worship leaders, and Praise and Worship Team.
- Enfolded of members of the congregation to be involved in and take ownership in these areas.

III. Other Areas of Responsibility

- a) Occasional preaching and administration of the sacraments: as needed, up to 25% per year.
- b) Occasional fulfilling of ministry needs; e.g. worship planning and leading.
- c) Other areas will depend on the giftedness and passions of the Associate Pastor and the recommendations of the Lead Pastor; e.g. Discipleship and Spiritual Growth and Outreach, Evangelism and Missions.

SKILLS

- Eligible for a call as Minister of the Word in the Christian Reformed Church.
- Actively involved in personal spiritual growth and spiritual disciplines that are in harmony with the fundamental beliefs of the Bible and the Christian Reformed Church.
- Strong organizational and time management skills.
- Strong oral and written communication skills.
- Self-motivated and able to work well both independently and within a team environment.
- Strong relationship building skills that include the desire and ability to motivate, connect and relate to people of all ages and walks of life.
- Motivated to continuing learning and development appropriate to fulfilling requirements of the position.

DOING MINISTRY TOGETHER AT CHRIST COMMUNITY CHURCH

GROWING TOGETHER

Discipleship & Spiritual Growth Team

+ Pastor and Elder

To encourage and foster intergenerational spiritual growth and discipleship at Christ Community Church.

WORSHIPPING TOGETHER

Praise and Worship Team

+ Pastor

To support and strengthen Spirit-led, biblically grounded, Reformed worship at Christ Community Church, gleaned from a great diversity of styles and gifts

LOVING TOGETHER

Justice & Mercy Team

+ Deacon

To educate and engage the CCC family as it lives out the biblical call to justice and mercy.

SERVING TOGETHER

Building Maintenance Team

Elder Liaison;
close cooperation with Church Administrator & Custodian

To oversee the care of the building and grounds of CCC

Administration Team

+ Church Administrator;
Elder Liaison

To support the Church Administrator and the administration needs of CCC

Finance Team

+ Elder

To maintain accurate financial statements and forecasts so the church can achieve its purpose with maximum effectiveness

Human Resources Team

+ Elder

To oversee and administer the personnel policies of CCC

Sunday Hospitality Team

Church Administrator & Elder Liaison

PURPOSE: To be defined

Outreach, Evangelism & Missions Team

+ Pastor and Deacon

To support and guide the CCC community in following the command that Jesus gave us to go out into the world and spread the good news.

LIVING TOGETHER

Safe Ministries Practices Team

Elder Liaison

To cultivate the church as a safe place for all people.

Fellowship Team

Elder Liaison

To support and encourage the numerous groups which provide fellowship opportunities at Christ Community Church.

Pastoral Care Team

+ Pastor, Elder and Deacon

PURPOSE: To be defined

Linking Team + Elder

To link all youth and adults at CCC with opportunities to serve in the ministries and offices in this church.