

Wellspring Covenant Church
Position Description for Associate Pastor

The full-time Associate Pastor offers leadership, guidance and care in partnership with the Senior Pastor, staff, and members of Wellspring Covenant Church.

The Associate Pastor will see themselves as an integral part of the life and ministry of the whole Wellspring family.

ACCOUNTABILITY:

The Associate Pastor shall report directly to the Senior Pastor and be accountable to the Servant Leadership Council.

PRIMARY RESPONSIBILITIES:

A. 50% :Youth ministry

B. 50%: Pastoral leadership of the whole church

A. Youth Ministry:

Providing students the opportunity to initiate and/or deepen their personal relationships with Jesus Christ. The mission of the Youth Program is to develop and nurture their Christian faith, values and spirituality as part of the church community and beyond in the age groups of junior high and senior high (grades 6th – 12th).

- Give personal attention and leadership to the Junior High and Senior High youth and the programs that reach them. These programs include worship, spiritual development, education, fellowship, discipleship, evangelism, missions, leadership training, affirmation of youth and support of parents of youth and connecting them with the Wellspring family life and ministry.
- Develop a Leadership team for effectively developing the Youth ministry and its vision., ensuring that all youth activities are adequately supervised by approved, responsible adults.
- Plan, provide and coordinate leadership and curriculum for all youth activities. These may include Junior and Senior High Sunday Youth Fellowship, weekly Bible Studies/Small Groups, Sunday school, Mission Trips, various outings, trips, weekend retreats, concerts, Covenant Events, student contact, and periodic day and evening programming.
- Ensure that all communications (newsletter, postcard, email, etc.) are delivered in a timely manner.
- Provide leadership for meaningful participation of the youth in the life and family of Wellspring in
Sunday worship services, gatherings and special events at Wellspring
- Develop positive relationships with parents of youths participating in the Youth Program and partner with them to enhance their personal and family life as part of the ministry.
- Participate in the lives of the youths at Wellspring and the local community by attending school and educational events, sporting events, theater and musical programs, and social events not sponsored by Wellspring.

B. Pastoral leadership of the whole church:

Being part of the pastoral leadership in providing shepherding leadership, guidance and care for equipping the members and friends of Wellspring to authentically and effectively live into our vision and values.

- Fully participate in the staff meetings for developing the life and ministry of Wellspring
- Participate regularly in preaching and leadership on Sunday mornings
- Be part of the teaching team for Mid-Week Bible studies, small groups and other settings

- Provide leadership to bring a supportive and consistent connection with our children, youth and young adult ministries and programs into the life of Wellspring
- Assist the Senior Pastor in areas of Pastoral leadership, guidance and care as needed and discussed together.

EVALUATION:

An annual review of the Associate Pastors performance and compensation, the development and review of negotiated goals and objectives for the position will be accomplished with the Servant Leadership Council through the Senior Pastor and Staff Personnel Ministry.

QUALIFICATIONS:

Education and Experience:

The Associate needs to :

- Have a Bachelor's or higher degree from an accredited institution. Be working towards Masters of Divinity and ordination is highly desired.
- Have experience in Pastoral ministry, building a Youth program and other ministry experience
- Be able to meet the Child Protection Policy requirements and Background check.
- Have a sound base of biblical knowledge
- A willingness to understanding the Evangelical Covenant focus and values
 - Counseling skills preferable.
- Have strong relational capacity and inspirational speaking skills

Profile:

The Associate Pastor needs to:

- Have a strong sense of call to Christian Pastoral ministry
- Be an authentic, vibrant, committed Christian
- A high value of open communication for working with the pastors, staff and others in a encouraging and respectful manner
- Live an authentic Christian life that provides a basis for developing healthy personal and servant leadership qualities in others.
- Have a good capacity for cultural sensitivity with a strong desire to be in and demonstrate the capacity to interact within Hawaii's culturally diverse community,
- Be able to recruit, train, encourage, support and coach volunteer teams
- Have good administrative and creative abilities to plan and facilitate ministry and programs.
- Have good communications skills, both personally and publicly.
- -Provide guidance for building connections within groups and church with discipline and structure.
- Have the ability to build healthy personal relationships with the youth and members of the church
- Will need a valid driver's license and access to a car.