



ASSOCIATE PASTOR OF COMMUNITY LIFE

POSITION OVERVIEW AND PERSONAL PROFILE	
TITLE	Associate Pastor
CLASSIFICATION	FT, Salaried, 40–50 Hrs/Wk (Average)
MAIN OBJECTIVE	Shepherd, Equip, and Provide Leadership to the People of Redeemer Church
REPORTS TO	Executive Pastor
RELATES TO	Elders, Staff Members, Key Ministry Leaders/Directors

POSITION SUMMARY

The Associate Pastor works closely with the Lead and Executive Pastors in the general shepherding of the church. Specifically, the Associate Pastor works to establish and develop a robust community life that strategically aligns with the 1234 of Redeemer. “Community life” includes assimilation, the relational experience of those attending corporate worship, helping everyone find their people in GCs, DGs, and cohorts, and coordinating events/meetups. Additional responsibilities/focuses could be added depending on the gift mix of the pastor and the needs of the church, including overseeing staff.

KEY RESPONSIBILITIES

• Biblical Community

- Coordinating our current options for Biblical Community for various maturity levels, capacities and seasons of life, and helping us create and develop new ones
- Gospel Communities
 - Co-ed groups of adults (often kids too) who connect regularly for fun, social, mission



- Training and equipping new and existing GC leaders
- Discipleship Groups
 - Same gender groups of approximately 3-5 people who point each other to Jesus and share life together
- Meet-Ups
 - Overseeing one-off and ongoing affinity groups (ie. Mom's groups, mountain biking, softball, etc.)
- Foundations Cohorts
 - Coordinating and coaching cohorts formed for the purpose of walking through Foundations curriculum

• **Assimilation**

- What is assimilation?
 - Part 1: Helping outsiders become insiders
 - Lead our process of moving people from 1st-time visitor to member and every step in between
 - Part 2: Helping insiders get outsiders
 - Mobilizing the church to do the proactive work of helping add more people to the Redeemer family
 - Coordinating Connectors to help meet and get to know guests on Sundays and make them feel at home and take next steps
 - Utilizing Planning Center "workflows" for our assimilation system
 - Everyone has a clear next step

• **Preaching and Teaching**

- The Associate Pastor will preach on Sunday mornings approximately 5-10 times a year
- The Associate Pastor will work in coordination with the Lead and Executive Pastors to design, schedule, and facilitate classes to aid in the intentional training of Redeemer Church, as well as be one of the primary teachers of the content

• **Shepherding**

- As the Associate Pastor grows relationally with the people of Redeemer, it is only natural that they begin to shepherd them as opportunities appear. This involves counseling, exhortation, rebuke, visiting the sick, eating meals with members, pre-marital counseling, etc.

ADDITIONAL NOTES/RESPONSIBILITIES

- Communication: Communication-related needs
- Sunday morning hospitality teams.
- Miscellaneous: Staff mtgs, 1:1s, day to day tasks



PERSONAL PROFILE

- Robust love of Gospel Doctrine and Gospel Culture
- Deeply committed to the mission, vision, strategy and culture of Redeemer Church
- Be a high level leader who is able to get things done, catalyze and develop new leaders, and inspire others to get things done
- Extremely Strong operationally
- Relationally “Warm”
- Demonstrated competency in the areas of communication, interpersonal relationships, ministry-related conversations, mobilizing volunteers, team-player attitude, innovative, efficient, effective
- Flexible, driven, teachable, gracious
- Ability to architect and implement processes, strategies, tactics and procedures across a wide variety of ministry and operational categories
- Love of serving and desire to do whatever is needed to advance the mission of the church