



Associate Pastor of Discipleship

Albright Church exists to connect people to the best life possible by helping them to begin the adventure of a relationship with Jesus Christ, belong to an authentic community of faith, and become fully committed followers of Christ.

POSITION PROFILE:

Position Title:	Associate Pastor of Discipleship
Duration:	Permanent Full-Time
Location:	Albright Church, 3400 DeVries Ave., East St. Paul, Manitoba
Start Date:	As available
Salary/Benefits:	Compensation will be based on experience and education as per Albright's salary structure, which includes full benefits package
Vacation:	As per Albright's HR Policy - Salaried Staff
Report to:	Lead Pastor
Primary Responsibility:	Spiritual Formation, Congregational Life & Care, Life Stage Ministries

OVERVIEW:

The person God will call to this position will have a strong passion to help people take the next step on their spiritual journey. They will have a God-given desire to lead others toward living the full life that God has for them as disciples of Christ. They will be relational, a motivated team player and team builder, who will use their gifts to train, equip and release others to serve within their gifting. They will be able to teach God's Word in various settings and will share some Sunday preaching responsibility. They will facilitate leaders of ministry teams to get started on mission and to stay on mission. They will help leaders to communicate the purpose of their ministry clearly, to see beyond programs and to help people move forward as one Church.

EXPERIENCE:

- A minimum of 5 years pastoral experience serving in a multi-staff situation in supervising, coaching and developing both paid and volunteer staff.
- A minimum of 3 years pastoral experience at a senior level with responsibility for leading multiple church ministry areas.
- Preaching and teaching in both group and larger congregational settings.
- An understanding of the unique dynamics of leading from an Associate position with loyalty to the Lead Pastor and leadership structures.
- Pastoral care sensitivity and understanding in caring for people facing various life struggles.
- A track record of developing, teaching and recruiting others to teach discipleship courses.
- A track record of working in teams to support and develop volunteers.
- A track record of serving in a ministry where the focus is on relationship building and next steps rather than programs.
- The ability to live a balanced life while maintaining a high personal work ethic and standards of excellence.

SPECIFIC RESPONSIBILITIES:

Spiritual Formation

To pastorally lead the congregation towards spiritual life transformation to begin, belong and become.

Help the church learn to follow Jesus and to be changed into His character, as Christ is formed in us.

- Oversee, protect and assist leaders to apply our People Path Discipleship Strategy.
- Teach and release others to teach courses and classes that will help people to learn what it means to live as a disciple of Christ.
- Oversee the Life Groups Director and encourage our vision to see people be the church in their community.
- Train and encourage ministry leaders to recruit and train people to serve within their God-given gifting.
- Encourage and help connect new mentoring relationships that will help people grow spiritually.
- Guide the process of exploration and application for baptism and church membership.
- Develop and encourage the prayer life of Albright Church working with existing Prayer Ministry Leaders.

Congregational Life & Care

To pastorally direct the congregational spiritual life and care needs

Make sure that the body is cared for and is caring for one another.

- Provide a pastoral presence within the congregation and neighbourhood. This will include pastoral visitation, care and counsel.
- Coordinate and communicate with People Care Team Leaders responsible for caring for and connecting people. Recruit and train to maintain adequate team numbers.
- Discern people care needs and communicate the appropriate response for pastoral care, prayer ministry, Life Group care, ministry leadership care, Eldership care or directed care within the church body.
- Direct and oversee wedding journeys from pre-marriage preparation, ceremony, after-care and connection, within the context of Albright's Marriage Policy. This may be shared with other Pastors and pre-marriage prep teachers and facilitators.
- Provide pastoral care along with the church body to those who face bereavement. Plan, coordinate and conduct funeral/memorial services.
- Oversee the Life Resources Ministry by encouraging and resourcing Life Resource Ministry Leaders.
- Oversee the Samaritan Fund in conjunction with the Church Administrator.

Life Stage Ministries

To pastorally oversee Life Stage Ministry Directors and Leaders.

Provide accountability, encouragement, resources, prayer support, unity and alignment to our mission, vision and values.

- Meet regularly with our staff Children's Ministry Director and Youth Ministry Director.
- Communicate and review with volunteer Life Stage Ministry Leaders, helping them to stay on mission.
- Recruit, as required, voluntary leaders for existing or new Life Stage Ministries.

Other Responsibilities

- Serve on the Church Management Team (Lead Pastor, Associate Pastors and Church Administrator).
- Attend and participate in staff meetings, retreats and leadership development events.
- Related ministry responsibilities as occasionally assigned by the Lead Pastor.

TEAM SUPPORT:

At Albright we value and practice teamwork because we believe God calls us to work together for His Kingdom and glory.

- We work hard at developing good team relationships, communication and at staying on mission together.
- We believe that no ministry or leader should be isolated, rather we see ourselves as part of a team. Our Governance Flow Chart illustrates the team connections, accountability and support lines.
- Each staff member participates with other staff and leaders in creating a positive team work environment. This includes communicating clearly to office staff all required information so plans can be coordinated.
- Albright office staff is available to support the pastoral staff and ministry directors in the fulfilment of their responsibilities.
- The Associate Pastor of Discipleship will attend all church staff meetings and will meet with the Lead Pastor regularly for accountability, support, encouragement and collaboration.
- To be a healthy team member you are encouraged to maintain spiritual disciplines that will assist your personal spiritual formation. The discipline of self-care will include times of spiritual, physical, emotional and mental refreshment and replenishment. This will mean taking a regular weekday off, the option of a retreat day every 6 to 8 weeks, balancing ministry work and family life, having a hobby and maintaining regular assessment of responsibilities that may be released to others as a means of service.

QUALIFICATIONS:

- Clear testimony of an encounter with Jesus which has led to saving faith in your daily living.
- A person of prayer, faith, vision and integrity who maintains a close relationship with God.
- Evidence of the fruit of the Holy Spirit and a desire to live for God's glory.
- A clear calling to Christian ministry and service within the local church and community
- Fulfil leadership qualifications set out in 1 Timothy 3:1-7 and 2 Timothy 2:22-25.
- A willingness to come under leadership and to lead with humility.
- Have relationships of integrity and be respected by those outside the church and within.
- Have independent confirmation of the spiritual gifts of leadership.
- Have teaching and preaching gift.
- Training and experience in pastoral counsel and care.
- Experience with Life Groups.
- A team player who builds and functions well within teams.
- Pastoral passion and experience in making disciples who make disciples from personal to church-wide implementation.
- A life-time learner and a good listener.
- Life-giving enthusiasm that energizes those around you.
- Ability to communicate clearly (both verbal & written).
- Adaptive capacity and comfortable with change.
- Ability to multi-task while maintaining orderliness.
- Strong and clear public communication/presentation skills.
- Computer skills/experience with Microsoft office.

STANDARDS:

- Maintain personal spiritual devotional life, disciplines and witness.
- Qualify for membership in Albright Church.
- Able to give full support to and uphold the *Statement of Faith, Vision and Values* as well as the *General Operating By-Laws* of Albright Church and the EMCC, and Albright's *Plan to Protect Policy*.
- Able to give full support to and live out the *Mission Statement* of Albright Church.
- Agree with and live out the *Leadership Code of Conduct* of Albright Church.
- Ensure that the "*Plan to Protect*" policy is followed within this ministry and necessary record keeping is done.
- Demonstrate servant leadership within an interdependent team.
- Have authentic and healthy relationships in their home and with those they work with.
- Handle relational conflict, which is inevitable, according to our "*Peace Maker*" model.
- Be committed to their own personal spiritual formation disciplines and professional training for ongoing growth and development in all aspects of life.
- Submit a current Criminal Record Check in accordance with Albright's Plan to Protect Policy.

EDUCATION & CREDENTIALS:

- Have an applicable bachelor's degree or equivalent ministry qualification from an accredited Bible College.
- Have a licence or ordination with the EMCC or another denomination with similar vision and values and be willing to pursue credentials with the EMCC.