

Associate Pastor Job Description

First Baptist Church
902 Broad St.
St. Joseph, MI 49085
<https://www.fbcstjoe.org/>

First Baptist Church of Saint Joseph Michigan is a Christ honoring and loving church seeking to expand its ministry in Saint Joseph and the surrounding community. To help our church in pursuit of this mission we are seeking an Associate Pastor to serve alongside our Senior Pastor. This full-time role is intended to strengthen the ministry of the church by helping shepherd the congregation, equipping believers for service, advancing the gospel through outreach efforts, and supporting the mission of reaching the lost and building faithful disciples of Jesus Christ.

Position Summary

The Associate Pastor is called to assist the Senior Pastor in leading the congregation in spiritual leadership, biblical preaching and teaching, pastoral care, discipleship, evangelism, and ministry support. He is expected to model a separated and Christ-honoring life, uphold sound biblical doctrine, and serve faithfully in cooperation with church leadership, and volunteers. The Associate Pastor should have a burden for souls, a heart for revival, and a commitment to helping the church carry out the Great Commission through local outreach, visitation, and world missions.

Key Responsibilities

- Assist the Senior Pastor in providing spiritual and pastoral leadership to the congregation.
- Preach and teach the Word of God as assigned in worship services, Sunday School, Bible studies, outreach events, and special services.
- Lead and promote church growth through evangelistic ministry, visitation, guest follow-up, outreach events, and community engagement with the objective of leading others to Christ.
- Encourage and train church members in personal evangelism, visitation, discipleship, and compassionate outreach to the community.
- Support the planning and leadership of worship services in coordination with the Senior Pastor and ministry leaders.

- Provide pastoral care through hospital visitation, home visitation, counseling, prayer, and follow-up with members, guests, and prospects.
- Participate in and, when needed, officiate weddings, funerals, baptisms, the Lord's Supper, and other ministry functions consistent with church policy.
- Equip and disciple church members for Christian growth, faithful service, evangelism, and leadership.
- Assist in overseeing ministry areas, committees, and volunteers as assigned by the Senior Pastor and church leadership.
- Attend and contribute to leadership and church business meetings as appropriate.
- Provide leadership in the absence of the Senior Pastor as requested and appropriate.
- Maintain regular office hours, dependable communication, and faithful participation in the life and outreach ministry of the church.

Qualifications

- A man with a clear testimony of salvation through personal faith in Jesus Christ and a growing, consistent walk with the Lord.
- A definite call of God to pastoral ministry.
- Agreement with the church's Statement of Faith and willingness to support the church's constitution, bylaws, and ministry philosophy.
- Character and conduct consistent with the biblical qualifications for pastors as set forth in 1 Timothy 3:1–7 and Titus 1:6–9.
- Strong commitment to biblical preaching, personal holiness, prayer, and personal evangelism.
- Ability to preach, teach, disciple, and care for people effectively and compassionately.
- A self-starting individual with strong relational, leadership, organizational, and communication skills.
- Ministry training through Bible college, seminary, or equivalent ministry preparation.
- Ordination by a church of like faith and practice is preferred, or willingness to pursue ordination by the church.
- Prior ministry experience in a local church setting is preferred, especially in outreach, visitation, or discipleship ministries.
- Ability to work cooperatively with the Senior Pastor, deacons, volunteers, and congregation.
- Must pass any required background screening and maintain appropriate ministry ethics and confidentiality.

Working Relationships and Employment Expectations

This is a full-time ministry position that reports directly to the Elder Board and works in cooperation with the Senior Pastor. Compensation will begin at \$45,000 a year with vacation, continuing education, and ministry expenses determined by the church. We are seeking an Associate Pastor with the eventual goal of developing into the Senior Pastor role. He is expected to maintain a faithful devotional life, a strong family testimony, and a consistent example in church attendance, outreach participation, and personal ministry.

Statement of Faith

The Associate Pastor must wholeheartedly affirm the church's Statement of Faith and teach in a manner consistent with First Baptist Church doctrine and practice.

- We believe the Bible is the inspired, inerrant, infallible, and authoritative Word of God and the sole rule for faith and practice.
- We believe there is one true and living God, eternally existent in three Persons: Father, Son, and Holy Spirit.
- We believe Jesus Christ is the virgin-born Son of God, fully God and fully man, who lived a sinless life, died as the substitutionary sacrifice for our sins, rose bodily from the dead, ascended into heaven, and will personally return.
- We believe all people are sinners by nature and by choice and in need of salvation through Jesus Christ.
- We believe salvation is initiated through the work of God the Father, God the Son, and God the Holy Spirit working together and comes by grace through faith in the finished work of the Lord Jesus Christ, and that all who repent and believe are forgiven, born again, justified, and eternally secure in Him.
- We believe the Holy Spirit convicts of sin, regenerates the believer, indwells every saved person, and empowers believers for holy living, witness, and service.
- We believe the local New Testament church is a body of baptized believers joined together for worship, fellowship, discipleship, ordinances, evangelism, and missions under the headship of Christ.
- We believe each local church is autonomous under the Lord Jesus Christ and accountable directly to Him.
- We believe in the priesthood of the believer and the responsibility of each Christian to live in obedience to God's Word and share the gospel with others.
- We believe baptism by immersion is for believers only and is a public testimony of faith in Christ, and that the Lord's Supper is a memorial ordinance for obedient believers.

- We believe the church is commanded to carry out the Great Commission through soul-winning, discipleship, church planting, and missionary outreach at home and abroad.
- We believe in the bodily return of Jesus Christ, the resurrection of the dead, the final judgment, and the everlasting joy of the saved in heaven and the everlasting punishment of the lost in hell.
- We believe marriage is ordained by God as the covenant union of one man and one woman, and that human life is sacred from conception to natural death.

For those people interested, please contact and send your resume to:

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(Please send an online copy of a sermon preached, if possible)