

# Full-Time Associate Pastor

**Position Title:** Associate Pastor

**Status:** Full-Time

**Reports To:** Senior Pastor

**Location:** Christ Hope Church, Greenville, NC

## Position Summary

Christ Hope Church is seeking a passionate, relational, and spiritually mature **Associate Pastor** to lead and cultivate a comprehensive discipleship strategy that helps people grow into fully devoted followers of Jesus Christ. This pastor will oversee adult discipleship, small groups, leadership development, and spiritual formation pathways while equipping the church to live out the Great Commission.

The ideal candidate is a visionary leader, gifted communicator, and team builder who thrives on developing people and creating clear systems that move individuals from new believers to mature disciple-makers.

## Key Responsibilities

### 1. Discipleship Strategy & Vision

- Develop, implement, and continually refine a church-wide discipleship pathway.
- Create clear next steps for spiritual growth (new believer follow-up, baptism preparation, membership, serving, leadership development).
- Ensure discipleship efforts align with the church's mission, vision, and values.

### 2. Small Groups & Adult Ministries

- Oversee recruitment, training, and care of small group leaders.
- Develop curriculum and/or select biblically sound resources for group study.
- Launch and sustain a healthy small group ministry that promotes spiritual growth and community.
- Monitor group health and provide coaching and accountability to leaders.

### 3. Leadership Development

- Identify, mentor, and equip emerging leaders within the church.
- Develop training systems for volunteers and ministry leaders.

- Provide spiritual coaching and pastoral care to ministry leaders.

#### **4. Teaching & Preaching**

- Preach during weekend services as scheduled.
- Teach classes, seminars, and workshops focused on spiritual growth and discipleship.
- Assist in administering ordinances (baptism, communion) and other pastoral duties.

#### **5. Pastoral Care**

- Provide counseling, visitation, and pastoral support as needed.
- Participate in weddings, funerals, and other pastoral responsibilities.
- Collaborate with pastoral staff to ensure holistic shepherding of the congregation.

#### **6. Staff Collaboration**

- Serve as an active member of the pastoral leadership team.
- Participate in staff meetings, strategic planning, and church-wide initiatives.
- Support overall church ministry and culture.

### **Qualifications**

#### **Spiritual & Personal**

- A growing, vibrant relationship with Jesus Christ.
- Clear calling to pastoral ministry and discipleship.
- Agreement with the church's statement of faith and core values.
- High character, humility, emotional intelligence, and relational warmth.

#### **Education & Experience**

- Bachelor's degree required; Master of Divinity (M.Div.) or related theological degree preferred.
- 3+ years of ministry experience, preferably in discipleship or small group leadership.
- Demonstrated experience building and sustaining volunteer teams.

## **Skills & Competencies**

- Strong biblical teaching and preaching ability.
- Strategic thinker with organizational and administrative strength.
- Ability to inspire and mobilize volunteers.
- Excellent written and verbal communication skills.
- Proficiency with church management systems and digital discipleship tools is a plus.

## **Key Outcomes (First 12-24 Months)**

- A clearly articulated and implemented discipleship pathway.
- Increased participation in small groups and spiritual formation opportunities.
- Healthy pipeline for leadership development.
- Measurable growth in volunteer engagement and spiritual maturity indicators.