



Associate Pastor



OUR CHURCH

Willow Glen Bible Church

Willow Glen Bible Church in San Jose is a multi-generational congregation where pastors and leaders faithfully teach God's Word through expository preaching. The church values authentic community where individuals across all life stages live, learn, and serve alongside one another. Willow Glen Bible Church is also committed to making a meaningful impact by supporting local ministries that serve children and families in the Bay Area, as well as partnering with several overseas mission efforts. Living out its vision of knowing God, living freely, and loving all, the church encourages members to experience the life-transforming reality of the Gospel.



OUR LOCATION

Willow Glen Bible Church is located in San Jose, California, in the charming Willow Glen neighborhood. Known for its tree-lined streets, family-friendly atmosphere, and walkable downtown area. Willow Glen combines the feel of a small community with the resources of the Bay Area. The church is situated in the heart of Silicon Valley, offering unique opportunities to minister to a diverse and dynamic population.



THE LEADERSHIP STRUCTURE

The leadership structure of WGBC is elder-governed and staff led. The Associate Pastor supports the Senior Pastor in accomplishing the mission and vision of Willow Glen Bible Church. This person reports to the Senior Pastor and is accountable to the board of elders. He/She will work with the Senior Pastor to provide preaching, pastoral care, leadership development, and discipleship in the church. He/She will provide direction for the staff in the absence of the Senior Pastor, providing pastoral support to the staff and leadership in line with the church's mission, vision, and values. The Associate Pastor will operate as an Elder Advisor as needed and requested by the board.



SPECIFIC RESPONSIBILITIES:

Preaching and Teaching

The Associate Pastor communicates God's Word through biblically sound and relevant preaching and teaching. This focus ensures that the congregation is spiritually nourished, challenged, and equipped to live out their faith in everyday life. Preaching will be at least once a month. Leading a Bible Study, class, or small group regularly is expected in conjunction with the overall discipleship strategy and vision at WGBC.

Pastoral Care

The Associate Pastor is responsible, along with the rest of the pastoral staff, to ensure each person in the congregation is cared for by offering encouragement, counsel, and support in

times of need. This includes walking alongside individuals and families in seasons of joy, sorrow, and crisis, embodying the compassion of Christ.

They will provide pastoral leadership and support for the Deacon team to provide care for the body, whether in meeting practical needs or occasional visits.

Discipleship and Growth

The Associate Pastor invests in the spiritual growth of individuals and groups, cultivating disciples who mature in their walk with Christ. This pastor will be responsible for overseeing the creation and implementation of a fresh discipleship strategy to help everyone take next steps in their faith development. The discipleship plan should provide clear, practical steps, for continued spiritual growth. It should be designed with input from pastors and ministry leaders, it will provide a shared framework for growing in maturity in Christ together as a church family.

Leadership

The Associate Pastor provides spiritual direction and ministry leadership to volunteers and church staff assigned to their oversight. This will include providing support, accountability, and direction for the Worship Director. They will aid the Senior Pastor to equip and train the staff so there is alignment in all ministries with our discipleship pathway.

The Associate Pastor will work to provide clear guidance and direction for volunteer teams, help to set direction in alignment with our vision and values, establish expectations, make decisions when needed, and hold teams accountable to shared standards. They should encourage a healthy culture of collaboration, mentoring volunteer leaders, and equipping the laity to serve effectively in their areas of ministry.

Qualifications

Preaching and Biblical Communication: Exceptional skill in preaching is essential, with a strong preference for a candidate capable of delivering impactful and biblically rooted sermons.

Organizational Leadership: The candidate should possess the ability to empower and build volunteers to aid the ministry of the church in line with the direction and vision of WGBC.

Relational Skills: Effective interpersonal skills, particularly with a focus on pastoral care and empathy, are considered crucial for community-building and congregational engagement.

Evangelism and Outreach: Skills in reaching out to the unchurched and fostering church growth are valued for expanding the church's impact.

Organizational Skills: Strong organizational and administrative abilities to manage church operations and personnel were also seen as valuable.