

ASSOCIATE PASTOR POSITION DESCRIPTION

Cannon Beach Community Church

OUR VISION

Know Christ. Grow in Christ together. Go with Christ into our community and world.

OUR MISSION

We are a loving body of seekers and believers in Jesus Christ, seeking to know and grow in Christ together, through God's Word, prayer and our worship of God; through fellowship and our shared life together; and through evangelism, service and outreach; creatively bringing Christ's message of hope to our community and world.

OUR MODEL: TEN HEALTHY MISSIONAL WAYMARKS

These 10 markers are from the Evangelical Covenant Church.¹ We call them "Waymarks," signs Christ gives us for our journey together to keep us on the path towards healthy missional living as followers of Jesus Christ:

- 1) Centrality of the Word of God;
- 2) Life transforming walk with Jesus;
- 3) Intentional evangelism;
- 4) Transforming communities through active compassion, mercy, and justice ministries;
- 5) Global perspective and engagement;
- 6) Compelling Christian community;
- 7) Heartfelt worship;
- 8) Sacrificial and generous living and giving;
- 9) Culture of godly leadership;
- 10) Fruitful organizational structures.

POSITION PURPOSE

The Associate Pastor will help Community Church fulfill Christ's vision, mission, and model for us, through the duties of the position and through an exemplary life. This position is a full-time position for an ordained Minister of Word and Sacrament. The Associate Pastor will work alongside the Lead Pastor, church staff and church leaders to encourage the growth of the congregation, helping the people *know Christ, grow in Christ together, and go with Christ's love into the community and world*. By God's grace and call, we seek an Associate Pastor who has the potential to become our future Lead Pastor when our Lead Pastor retires.

BASIC QUALIFICATIONS

- The Associate Pastor will demonstrate a personal, growing commitment to Jesus Christ, to know Christ more deeply through a life of prayer, study of God's Word and other spiritual disciplines.
- The Associate Pastor should have a Master of Divinity degree, be ordained to Word and Sacrament in the Evangelical Covenant Church (ECC), or be working toward ordination in the ECC. The Associate Pastor will preferably have 4-7 years of full-time pastoral ministry experience. We will consider a candidate who is in the process of transferring his or her credentials into the ECC, and who is willing to complete Covenant Orientation to be ordained to Word and Sacrament in the ECC.

¹ See covchurch.org.

- The Associate Pastor will be a member of the Covenant Ministerium, follow the Rules for the Ordered Ministry of the ECC and will be supportive and committed to the ministries of the ECC and the Pacific Northwest Conference of the ECC and her member churches. We are willing to consider candidates who are not yet a member of the Covenant Ministerium, but willing to become a member.
- The Associate Pastor will demonstrate an exemplary Christian life, modeling the attitude of Christ and the fruit of the Spirit² among the people through a life of grace, humility and wisdom, loving God and loving others. The Associate Pastor will seek to cultivate the love of God and Christ-like pastoral compassion with all people regardless of race, religion, ethnicity, gender, orientation, or socio-economic status.
- The Associate Pastor will be an excellent preacher and teacher, a gifted communicator of God's Word in speech and writing, able to relate Scripture to all ages, with creativity and a good sense of humor.
- The Associate Pastor will have musical skill, able to lead heartfelt worship including through music, with experience and proficiency in preparing, leading and evaluating worship.
- The Associate Pastor needs to be flexible within a weekly rhythm of work, including weekends and some evenings, a good manager of time, able to care for people in unexpected times of need or emergency.

ASSOCIATE PASTOR POSITION DESCRIPTION

1. **The Associate Pastor will help us *know Christ* through God's Word, prayer and worship of God.**
 - The Associate Pastor demonstrates a life transforming walk with Jesus Christ.
 - The Associate Pastor will faithfully and effectively teach God's Word weekly, and preach God's Word monthly, to help people grow in their life and faith in Christ.
 - The Associate Pastor will be a person of prayer, actively participating in the prayer life of the congregation, encouraging spiritual growth through personal and corporate prayer.
 - The Associate Pastor will help oversee the weekly ministry of worship, planning and leading our three unique worship services, including leading worship through the gift of music.
 - The Associate Pastor will administer the sacraments of infant or adult Baptism and Communion. The Associate Pastor will officiate at weddings, renewal of vows, and memorial services, and prepare people for these life events.
 - The Associate Pastor will allocate time daily, weekly, seasonally and annually for personal spiritual health and growth in Jesus Christ.

The Associate Pastor will help us *know Christ* through these Waymarks:

- **Centrality of the Word of God** (2 Timothy 3:16): The Associate Pastor will study to teach and preach God's Word, and equip people to study and apply the Word of God in ways that lead to a life transforming walk with Jesus.
- **Life transforming walk with Jesus** (John 3:3, 30; Phil. 1:6): The Associate Pastor will shepherd people weekly in their walk with Jesus. The Associate Pastor will equip people to use a variety of spiritual disciplines to help them grow in their walk with Jesus.
- **Heartfelt worship** (Psalm 138:1a; John 4:23): The Associate Pastor will prepare, lead, and evaluate worship weekly, working alongside the Lead Pastor, and Worship Elder to recruit, rehearse, train, organize, and equip people for heartfelt worship, including leading music.

² Love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, and self-control (Galatians 5:22, 23).

2. **The Associate Pastor will help us grow in Christ together through fellowship and shared life.**

- The Associate Pastor will grow in Christ together with church members and friends, building up the Body of Christ by showing people the way of Christ's love.
- The Associate Pastor will mentor people in their spiritual life, train people to mentor others, and help recruit, train and nurture ministry leaders.
- The Associate Pastor will help people discover and practice their spiritual gifts for the building up of the church, including the Leadership Team and ministry leaders.
- The Associate Pastor will work with the Lead Pastor, and church leaders to ensure that all people in the church receive pastoral care and visitation as needed.
- The Associate Pastor will pursue five S.M.A.R.T. goals (Specific, Measurable, Achievable, Relevant, Time-bound) every six months under supervision of the Lead Pastor and the Personnel Elder.

The Associate Pastor will help us grow in Christ together through these Waymarks:

- **Compelling Christian community** (Acts 2:42-47): The Associate Pastor will encourage people to love one another, and help recruit, train and nurture leaders and facilitators of small groups.
- **Sacrificial and generous living and giving** (Romans 12:1-8): The Associate Pastor will exemplify a life of stewardship, generous and sacrificial living, and encourage such living among the people.
- **Culture of godly leadership** (Hebrews 13:7): The Associate Pastor will serve with character, competence, and conviction with a spirit of prayer, friendship and collegiality, and will provide pastoral leadership alongside church leaders and staff.
- **Fruitful organizational structures** (Exodus 18:13-26, Acts 6:1-7): The Associate Pastor will embrace evaluation and constructive criticism, and will work through conflict in gracious, godly ways. The Associate Pastor will have proficiency in the use of digital technology, and help us use digital tools for Christ's ministry and mission.

3. **The Associate Pastor will help us go with Christ through evangelism, service, and outreach.**

- The Associate Pastor will work to equip and motivate the people to go with Christ into the community and world, spreading the Good News of our Lord Jesus Christ.
- The Associate Pastor will lead by example, showing the people through active participation how to reach out to the community and world with the love and Good News of our Lord Jesus Christ.
- The Associate Pastor will work with the Leadership Team to recruit, train, encourage, and send people to reach out with God's love into the community and world.
- The Associate Pastor will serve with North Coast Young Life, reaching into the lives of unchurched kids to help them come to know Christ and grow in Christ together.

The Associate Pastor will help us go with Christ into our community and world through these Waymarks:

- **Intentional evangelism** (Matthew 28:18-20): The Associate Pastor will be burdened for unchurched, dechurched, and nonChristians in our community. The Associate Pastor will be committed to intentional evangelism, and will help equip people for a life of intentional evangelism, including through the B.L.E.S.S. model: **B**egin with prayer, **L**isten with care, **E**at together, **S**erve with love, **S**hare God's story.

- **Transforming communities through active compassion, mercy, and justice ministries** (Micah 6:8): Working alongside the Lead Pastor, the Associate Pastor will equip people to transform our north coast communities through Christ's ministry of compassion, mercy and justice. The Associate Pastor will help the congregation identify needs in our community, and equip us to help and serve people in need.
- **Global perspective and engagement** (Acts 1:8): The Associate Pastor will help us develop a global Biblical worldview and prayer life for local, national, and international mission. The Associate Pastor will identify paths to support the cause of Christ globally, equipping the people to become more globally engaged in the mission of Christ.

ACCOUNTABILITY

The Associate Pastor is accountable to our Lord Jesus Christ through:

- the Lead Pastor of Cannon Beach Community Church;
- the Personnel Elder and the Mutual Ministry Team of Community Church through twice a year S.M.A.R.T. goal review and position description review;
- the Leadership Team of Community Church through monthly written pastoral reports;
- the Ministerium and Superintendent of Pacific Northwest Conference of the Evangelical Covenant Church;
- the Covenant Ministerium and the Board of Ordered Ministry of the Evangelical Covenant Church, seeking to be faithful to our Lord Jesus Christ as an active and supportive colleague among other Covenant pastors and leaders.

COMPENSATION

Compensation for our Associate Pastor will include the following:

- salary dependent on education and experience;
- housing allowance;
- Covenant group medical insurance and Covenant pension;
- study and travel allowance;
- annual vacation and study leave.