

Employee's Name:		Job Title:	Associate Pastor for Care and Discipleship
Reports To:	Personnel Committee	Secondary:	Elder Council
Exempt Status:	Exempt	Position Type:	Full-Time, At Will
Employee Type:	Pastoral Staff		
Hours per Week:	Approximately 50 hours		

Aim:

To glorify God through the Spirit by pursuing joy in Christ alone that our neighbors and the nations worship him with us now and forever by providing pastoral leadership and oversight of the care ministry of the church in line with the vision and philosophy of the elders.

Qualifications and Requirements:

The PASTOR will be a member in good standing of Five Points Community Church. If not a member when hired, he will complete the process within three months of the date when employment begins. Beyond the doctrinal and ethical implications in embracing our Confession of Faith and our Covenant of Membership, the PASTOR will manifest a hearty support for the leadership of the church in general and specifically for that of the *Lead Pastor*. He will furthermore endeavor to experience and maintain the joyful camaraderie and creative complementation of gifts and ministries of the staff elders, non-staff elders, deacons, deaconesses and staff.

He shall have a good grasp and hearty endorsement of the biblical and theological orientation of the leadership of Five Points. The PASTOR needs to exhibit the fruit of the Spirit as found in Galatians 5:22 and meet the qualifications of elder found in 1 Timothy 3:1-7 and Titus 1:5-9.

The PASTOR should be wise, discerning, decisive, sensitive, tender, firm, and team-oriented. He needs to have significant interpersonal skills and the ability to manage stressful interpersonal situations, including the ability to maintain confidentiality when appropriate. He should be a man of prayer and a man of the Word, sensitive to what the Spirit is saying to Five Points. He should devote himself to daily prayer and Bible reading for the sake of guarding himself from sin and stirring up his heart and mind to renewed passion for Christ and should lead his family in regular times in the Word and prayer.

The PASTOR will be a ministerial generalist (able to preach, teach, visit, counsel, lead), but he will be specifically gifted in leadership and equipping in order to both shepherd the church in matters of theology and discipleship.

The PASTOR shall have at least a Masters level training or its equivalent.

Personal Skills:

1. *Teacher/Equipper*—able to effectively “equip the saints for the work of the ministry.”
2. *Leadership*—be able to lead in a variety of contexts (individual, small groups, large groups) in such a way that Jesus Christ and his gospel are central. He should be a self-starter, problem-solver, and an initiative taker.
3. *Relational*—have a heart to care for people, not just manage systems; that drive should manifest itself in the appropriation of time.
4. *Peacemaker*—be able to tactfully and winsomely unite people with varying perspectives to advance
5. *Preacher*—be an effective preacher who is able to rightly handle the Word and joyfully engage in expository exaltation personally.
6. *Communicator*—be able to clearly and concisely communicate the needs and aims of the church to leadership and similarly communicate decisions from leadership to staff and congregation.
7. *Administrative*—while seeking mainly to shepherd people, the PASTOR should have the skill set and ability to effectively manage the various administrative tasks associated with the position.

Ministry Responsibilities:

1. (10%) Grow in grace and knowledge of God by ...
 - a. Maintaining a devotional life of prayer and meditation on the Word.
 - b. Faith-enriching reading and study.
 - c. Engaging in personal and corporate worship.
 - d. Gladly participating in mutual care and accountability with other believers.
2. (35%) Equip the saints of Five Points for the work of the ministry by overseeing the development and execution of the care ministry in the church's overall gospel-centered trajectory of discipleship.
 - a. Aim to develop counselors so that the care and discipleship of the saints is not dependent on a single or small group of counselors but part of a wider culture of discipleship at Five Points.
 - b. Equip Shepherd Group leaders to more effectively lead and care for their groups by being more skilled counselors and effective disciplers.
3. (30%) Provide biblical counseling as requested for members, attendees, and as time and energy allows, individuals from the community at large.
4. (20%) Oversee the vision of the Shepherd Group ministry and equip group leaders to implement care and multiply future groups and leaders in order to cultivate a broad culture of discipleship.
5. (5%) Faithfully carry out general pastoral responsibilities:
 - a. Make intentional efforts of professional development.
 - b. Provide direct supervision of assigned staff.
 - c. Attend staff and elder meetings.
 - d. Preaching and teaching as assigned.
 - e. Oversee designated budgets.
 - f. Additional pastoral duties as assigned.

Specific Goals:

1. Within three months, develop a long-term strategy for the development and execution of the care ministry connected to the overall discipleship strategy at Five Points.
2. Within six months, begin implementation of the care ministry strategy, including implementation of care and discipleship as a main focus in Shepherd Groups.
3. Within twelve months, have an initial group of counselors engaged in personal ministry while receiving ongoing training and equipping.

Performance Appraisal:

Six months after the date of hire, the above expectations will be used as the primary metrics for a performance appraisal, followed by annual appraisals in June/July, performed by the direct and secondary supervisors listed above. Copies of appraisals will be provided to the employee and kept in the employee's file.

Personnel Committee	Mike Martoia	Date:	3-9-2017
Pastor		Date:	
Last Updated By:	JJ Sherwood	Date:	3-9-2017