



## **Job Description:** Associate Pastor of Comprehensive Care and Discipleship

**Reports To:** Executive Pastor

**Classification:** Full-time, salaried

### **PURPOSE**

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The Associate Pastor of Comprehensive Care and Discipleship exists to increase the capacity of High Point Church to care for Jesus' sheep gathered at this local church, and disciple them to walk in all the ways of Jesus. This pastor will do this primarily by providing leadership for the major discipleship ministries of HPC, counseling congregants, and preaching the word of God in a faithful and compelling manner.

### **RESPONSIBILITIES**

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- **Oversee Major Shepherding Programs - 50%**
  - Small Groups (20%)
  - Deacons (10%)
  - Oaks (5%)
  - Men's Ministry (10%)
  - Women's Ministry (5%)
- Engage in pastoral counseling - 20%
- Serve as the secondary preacher - 20%
- Be the point pastor for baptisms, communion, weddings, and funerals - 5%
- Manage the Benevolence ministry - 5%

### **ABILITIES**

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- **Integrity-** Godly substance over form and function.
- **Stewardship-** discharges their trust without need of substantial oversight, inspires confidence.
- **Inspiring/compelling-** speaks with spiritual confidence rooted in personal humility.
- **Proactive-** acts like an owner, not a hired hand, in initiative and commitment.
- **Hospitable personality-** has a welcoming demeanor to people above his "tasks".
- **Solution focused-** problems are to be solved not lamented.
- **Humble-** know who they are, submits to right authority, trembles at God's word and obeys God over men.
- **Leadership-** able to move people from one place to another.
- **Teacher-** Conveys God's word in a way that people take it to heart.

### **SPIRITUAL REQUIREMENTS**

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- Confesses Jesus as Lord and Savior
- Meets the qualifications for an elder laid out in 1 Timothy 3 and Titus 1
- Leads self spiritually- has a vibrant, growing relationship with God
- Demonstrates the fruit of the Spirit outlined in Galatians 6
- Embraces scriptural standards of behavior in all facets of life
- Mature and actively growing in the areas of the HPC staff core values
- Agrees substantially with the HPC Articles of Faith, Constitution and Bylaws

### **EDUCATION AND EXPERIENCE**

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- Masters of Divinity or similar degree preferred
- Minimum of five years of pastoral experience preferred