

## Job Description for Associate Pastor – Virden Alliance Church

Virden Alliance Church (VAC) is seeking a God-equipped male (family man) to fill the role of Associate Pastor.

Church mission statement: To be an authentic and active church, reaching and impacting our community for Christ.

Core Values: Meaningful Worship, Firmly Grounded in Scripture, Evangelism, Training/Discipleship, Encouraging Family, Prayer Focus, Missions Emphasis, and Caring Attitude Towards All.

Objective and Position Overview: This Associate Pastor's role could lead to other roles, within the church, in future. The associate pastor will work under the leadership of the senior pastor. The primary focus of this role is to be mentored by our current senior pastor in fulfilling the vision of Virden Alliance Church (VAC). This will include assisting with the pastoring, preaching, and administrative responsibilities, as directed by the senior pastor.

### Responsibilities of this position:

#### ***Vision and Leadership:***

- Stay informed about emerging trends in family ministry, particularly those relevant to engaging young people effectively, and implement strategies accordingly.
- Provide visionary leadership to all ministry team, inspiring and guiding them in carrying out the mission of VAC.

Program Development and Implementation:

- Work along with current ministry leaders to create intentional avenues for the spiritual growth of the church family, incorporating various elements such as large group gatherings, small groups, events, and resources that assist families in their discipleship journey.
- Connect families with opportunities to serve outside of VAC and discover ways they can have a healthy and helpful presence in the broader community.

#### ***Volunteer Recruitment and Development:***

- Assist in recruiting, training, and empowering a team of committed volunteers who are passionate about ministering.
- Assist in providing ongoing training, support, and mentorship to volunteers, equipping them with the necessary skills and resources needed to serve effectively in their roles.

#### ***Pastoral Care and Family Support:***

- Assist in cultivating a culture of care and support for families, offering resources, guidance, and encouragement.
- Assist in creating opportunities for families to connect, grow, and support one another, fostering a sense of community within the church.

#### ***Safety and Security:***

- Maintain and regularly update safety protocols and procedures to safeguard the physical, emotional, and spiritual well-being of all—overseeing the full administration of VAC's *Plan to Protect* policy.
- Comply with all relevant legal requirements, including child protection laws, and ensure proper background checks are conducted for staff and volunteers.

#### ***Administration and Growth:***

- Oversee ministry administration tasks—website management.
- Collaborate with Ministries' Leaders on additional responsibilities and projects as required to support the overall goals of their ministries.

**Qualifications and Skills:**

- A passionate baptized follower of Jesus Christ with a deep personal faith and a passion for ministering to all.
- Bachelor's degree or equivalent in theology or ministry.
- Experience in youth and children's ministry leadership.
- Leadership and organizational abilities, to cast vision, develop strategies.
- Excellent interpersonal and communication skills, both written and verbal, with the ability to connect with children, parents, and volunteers.
- Experience in website management
- Ability to work collaboratively with ministry leaders and teams within the church
- Solid family lifestyle
- Conviction to Biblical truth being lived out in humility
- A clear calling to Holy Spirit-led service in ministry
- Agreement with the Statement of Faith of Alliance Canada
- Ability to be licensed by Alliance Canada
- Ability to complete the ordination process of Alliance Canada

**Spiritual giftings:**

- Preaching and teaching
- Administration
- Discipleship
- Hospitality

**Compensation:**

Salary to commensurate with education and experience as set out by the Midwest District of Alliance Canada.

**Application:**

Individuals interested in applying for this Associate Pastor position may submit the following items, in confidence, to: [search@virdealliancechurch.com](mailto:search@virdealliancechurch.com)

Application should include:

- A resume detailing how your education and experience fit the above-stated responsibilities
- Your personal testimony
- An explanation of your spiritual and leadership gifts and how you have performed in them
- Your philosophy of ministry
- Links to the videos of two sermons you recently preached
- Contact information for 3 references—a supervisor, a colleague, and someone whom you supervised.

*Thank you to all applicants. Only those selected for an interview will be contacted.*