

Job Title

Associate Pastor

Job Summary

Cross Creek PCA is a joyfully Reformed and Presbyterian congregation that follows the Regulative Principle of Worship for liturgy and embraces the original vision of the PCA as outlined in its letter to all churches: Faithful to the Scriptures, True to the Reformed Faith, and Obedient to the Great Commission. Situated in a military community, approximately one-third of the congregation are families with at least one member on active duty.

The Associate Pastor will assist the Senior Pastor together with the Session in the pastoral oversight of the congregation. The Associate Pastor's primary concern is to support the ministry of Word and Sacrament by assuming pastoral duties of teaching, pastoral counseling, personal discipleship, evangelism training, and some administration.

Responsibilities and Duties

- Teaching (Sunday AM Adult Bible Fellowship; Small/Covenant Group; Orientation Class; Evangelism Training)
- Pastoral Counseling
- Personal Discipleship (Mentoring members for ministry and leadership)
- Administration (Facilitate Communications between Church Ministries and the Congregation; Prepare Pastor and Elected Ruling Elders for Presbytery Meetings and General Assembly; Assist in Preparing Agenda for Stated Session Meetings; editing the weekly orders of worship)
- Shepherding Covenant Families (Session Members Have Shepherding Groups Overlapping with Small/Covenant Groups)
- Session Meetings (First Monday after the first Sunday of the Month)
- Counseling During Office Hours
- Study, Preparation, and Prayer for Teaching, Discipleship, Counseling, and Shepherding During Office Hours
- Regular Prayer Gathering
- Regular, Intentional Personal Discipleship
- Saturday Mornings Men's Bible Study (Weekly in seasons)
- Sunday Morning Sunday School/Adult Bible Fellowship
- Sunday Morning Worship
- Sunday Evening Worship (first, third, and fifth Sundays)
- Covenant Group (At discretion of the group)
- Visitation of Shut-ins, Hospitalized, Visitors During Office Hours and After Hours as Needed

The Associate Pastor's ministry is not narrow and specialized. He is a pastor to the whole congregation, not a youth pastor, a seniors' pastor, a singles' pastor, a family pastor, etc. He is not the primary preaching pastor, though he will preach on occasion. He is to be versatile and flexible. It is important that he be gifted to help the Senior Pastor in the Church's primary vocation of worship, the ministry of Word and Sacrament.

Qualifications and Skills

- Character: 1 Timothy 3:1-7; Titus 1:5-9
 - Personal Piety; Devotion to Triune God
 - Exemplary Family Life (Family Worship; Biblical Complementarian Relationship with Wife; Children are in Submission, Believers in Christ, Not Rebelling against the Gospel)

- Ordination: Ordained in PCA or willing to be ordained in the PCA
- Education: MDiv or equivalent from an accredited Seminary
- Experience: Two-Five years of local church ministry experience (not RUF)
- Technical Skills:
 - Exegesis
 - Versatile teaching methods for various students and settings (Bible, Theology, Church History, Apologetics, Christian Living)
 - Pastoral Counseling (Biblical Counseling Philosophy/Methods)
 - Evangelistic Method and Evangelistic Training Method
 - Organizational Skills for Studies and other ministries
- Soft Skills:
 - Communication
 - Problem solving
 - Peace-making
 - Time-management
- Confession: Joyfully strict subscription to the Westminster Standards
 - No Federal Vision
 - No Paedo-Communion
 - No NPP
 - No Exceptions on Sabbath
 - No Exceptions on Creation
 - No "Side B Christianity"
 - No Critical Race Theory, or Woke Theology