



### **Associate Pastor Job Description**

- All Saints Presbyterian Church (ASPC) in St. Paul, MN is a young and vibrant congregation in the heart of the Twin Cities. We are currently seeking an Associate Pastor, focused on families with children/youth, to help our congregation fulfill its mission and vision. Children and youth comprise approximately one-half of ASPC's membership.
- The Associate Pastor's primary responsibilities will be to provide pastoral care for the families of the church with children and young adults, as well as provide oversight for all our ministries to children and young adults. In addition, he will lead the discipleship of our middle and high schoolers, in partnership with parents. The Associate Pastor's secondary responsibilities will be to help lead the church in its ministries of outreach & evangelism, as well as pre-marital and other counseling.
- The Associate Pastor will report to the Senior Pastor and will assist him in providing operational oversight and coordination of ASPC's various ministries, lay leaders, and staff in accordance with ASPC's mission and vision.
- He will join the Senior Pastor in the regular ministries of preaching & teaching, leading worship, counseling, pastoral visitation, marriages, and funerals, as needed.
- The ideal candidate will be a relationally-gifted and collaborative leader to serve alongside ASPC's Senior Pastor, is strong administratively, including in the ability to oversee personnel and volunteers, and experienced in managing budgets.

### **Qualifications**

- Advanced theological degree (M.A., M.Div., D.Min, etc.)
- Ordained or immediately ordainable in the PCA (strong doctrinal affinity with the Westminster Confession and Catechisms, and the PCA Book of Church Order)
- Minimum of five to seven years pastoral ministry experience, preferably in the context of a multi-pastor staff in the local church. Pastoral or leadership experience in family and children/youth ministry is highly desired

## **Desired Personal Profile**

- Contagious love for Jesus Christ, His church, and His Word. Commitment to growth in personal maturity as a disciple of Jesus Christ. Adherence to PCA doctrinal standards, and fundamental agreement with the mission and vision of ASPC.
- Fervent love for children of all ages, combined with the creative ability to make children and families feel known and integral to the ASPC community. Understanding of the challenges that parents face raising children today and an ability to minister to contemporary youth culture.
- Emotionally intelligent, integrative, and collaborative leader who is skilled at building and maintaining relationships with a wide variety of people. Ability to recruit, engage, direct, and empower teams of volunteers. Also has the ability to work independently as needed.
- Gifts and passion to creatively and faithfully bring the gospel to those outside the church.
- Effective expository preacher (approximately 10 Sundays per year) and able to teach occasionally in our adult education program.
- Experience providing pastoral counseling for families with children, youth, and young adults, including premarital counseling.

## **Compensation**

This is a full-time salaried position that requires at least 40 hours per week. Compensation is commensurate with education and previous experience. Retirement, HRA, Life Insurance, Family Leave and PTO (Vacation - 15 days; Holiday Leave - 10 days; Sick Leave - 6 days; Paternity Leave - 15 days) are included.