

ASSOCIATE PASTOR POSITION DESCRIPTION

Introduction:

FCC Eugene is a growing, vibrant, inclusive, and progressive faith-based community seeking to live out the teachings of Jesus through social justice, compassion, and love for all people. We are committed to creating a welcoming environment for individuals from all walks of life, including those of diverse racial, ethnic, socioeconomic, and LGBTQ+ backgrounds. Our mission is to promote spiritual growth, foster meaningful connections, and actively engage in outreach and service to our community and beyond.

Position Summary:

The Associate Pastor is expected to collaborate with the Lead Pastor and other church staff offering support in planning and executing various church events, services, and programs designed to support the spiritual, pastoral, and administrative needs of the congregation. This role involves preaching, pastoral care, leadership development, and Community engagement. This position requires a theological education, pastoral experience, effective communication skills, and a deep personal faith. This is a 2 year designated term, .75-time position. Within these limits, the following ministry responsibilities are the priorities to be pursued, understanding that the emphasis in each of these areas will fluctuate according to ministerial direction and the time available to accomplish the key responsibilities outlined.

Key Responsibilities:

1. Worship Leadership:

- Assist the Lead Pastor in planning and leading weekly worship services.
- Deliver periodic sermons (approx. 6-8 weeks) that inspire, challenge, and encourage the congregation, on a schedule to be coordinated with the Lead Pastor.
- Facilitate youth involvement in worship services.
- Participate in the sacramental life of the church, including baptisms, weddings, and funerals.

2. Pastoral Care:

- Provide pastoral counseling and support to individuals and families.
- This may involve hospital visits, home visits, community outreach, or guiding through challenging life situations.
- Lead and support small groups, Bible studies, and spiritual formation activities such as faith explorations.

3. Education and Discipleship:

- Oversee Youth and Children's Ministry Program, including supervision of the Children's Ministry Coordinator, and collaborating, mentoring, and overseeing the educational curriculum.
- Facilitate FCC's Faith Exploration program, collaborating with laity and staff.
- Offer adult education focused on increasing awareness of issues affecting children and youth.

4. Volunteer Recruitment and Development:

- Mentor and collaborate with church volunteers and lay leaders of the Children, Youth and Family Ministries Committee.
- Recruit, train, and support volunteers for youth and family programs.
- Foster a collaborative and inclusive environment for volunteers and lay leaders.
- Ensure all volunteers comply with church policies and child protection guidelines.

5. Community Engagement:

- Develop and maintain relationships with local schools, community organizations, and interfaith partners.
- Focus on outreach initiatives that engage and support families in the wider community.
- Advocate for social justice issues affecting youth and families, such as educational equity and mental health awareness.

6. Administrative Duties:

- Assist in the administrative functions of the church, including attending staff meetings, contributing to strategic planning, and assisting as needed with day-to-day operations.
- Manage the budget and resources for youth and family ministries.
- Maintain communication with families through newsletters, social media, and the church website.
- Ensure compliance with church policies and denominational guidelines.

Qualifications:

- Master of Divinity (MDiv) or significant relevant education from an accredited seminary.
- Ordained (or seeking ordination) within a recognized liberal/progressive Christian denomination.
- Strong commitment to social justice and inclusive ministry.
- Excellent interpersonal and communication skills.
- Experience in pastoral care, preaching, and community engagement.
- Experience in youth ministry, Christian education, or related fields.
- Passion for working with children, youth, and families.
- Ability to work collaboratively in a team-oriented environment.
- Proficiency with technology and social media is a plus.

Personal Attributes:

- Compassionate, empathetic, and approachable.
- Open-minded and respectful of diverse perspectives.
- Energetic and proactive in ministry initiatives.
- Energetic and creative in engaging young people.
- Organized and able to manage multiple programs and activities.