



Associate Pastor w/emphasis in Discipleship & Community Life

Elm City Church exists to glorify God through making disciples who embrace the way of Jesus and engage in the mission of Jesus. We are here to see the kingdom of God take root in Keene, Cheshire County, and beyond. We believe God has given us a big vision. We are called to...

- Nurture a church culture where everyone is valued, known, and understands what it means to “Practice the Way of Jesus Together.”
- Help followers of Jesus embrace God’s mission and plan for their spiritual formation.
- Reach and develop new followers of Jesus that results in 25+ healthy Life Groups and 2 churches planted within the next 10 years.
- Impact the next generation.
- Become a training hub for church planters, future pastors, next gen leaders, and ordinary Christians.

If you are excited by this vision and want to help make it reality, consider applying for this key role:

Job Overview

The Associate Pastor will oversee our small group communities and community life. This role will be responsible for helping the congregation live out the “one anothers” of the New Testament and grow in their understanding of the Way of Jesus. This position will also be given the freedom to pursue ministry initiatives that line up with a candidate's passions and giftings.

Key outcomes are to make disciples who make disciples and raise up leaders who raise up leaders. This is a visible Associate Pastor position that will partner in shepherding the church and will preach 8-12 times annually.

Responsibilities Include:

Discipleship: *Coming alongside people to help them grow in the Way of Jesus.*

- Develop and implement a 3-lane discipleship pathway, including new believer basics, connecting to others through Life Groups and advanced discipleship and leadership development.
- Life Groups, including leading a team in the development and growth of a strong Life Group ministry fostering spiritual growth, community and outreach to our city as well as function as overall leader of all Life Groups.
- Father’s and Men: Develop a ministry that speaks and ministers to the specific needs of Father’s and Men as they PTWOJ
- Assist in Gospel Conversations and 4 Fields trainings locally and regionally

Community Life:

- Partner with staff to create and maintain clear assimilation pathways
 - Build and empower teams surrounding Assimilation and Discipleship.
 - Recruit, develop, and coach leaders for Assimilation and Discipleship.
 - In partnership with staff, develop coaches that coach other group leaders.
 - Develop and maintain an annual plan that provides continuous improvement and growth of Life Group involvement.
 - Serve as a member of the church's pastoral staff performing baptisms, weddings, funerals, etc. as part of a rotation schedule.
 - Perform other duties as assigned.

The Ideal Candidate:

→ Education & Experience

The ideal candidate is a systems oriented person with significant experience as an Associate Pastor or a Youth Pastor who is ready to serve in a new capacity. Preferably that experience includes leadership at a time when the church grew from ~250 to ~450 or more weekly attendees. A Bachelor's Degree or equivalent ministry experience in Biblical studies or related field is required.

→ Technical Skills: *Elm City Church actively uses the following systems and frameworks.*

- EOS traction (for accountability and vision)
- Planning Center
- Discipleship framework: Mission (4 Fields/NoPlaceLeft) & Spiritual Formation (Practicing the Way)

→ Personal Skills

- Excellent verbal and written communication skills
- Organized
- Systems oriented
- Self-starter who stays on track and performs well without great deal of supervision
- Solid work ethic—willing to do what it takes to get the job done
- Most importantly, you have to LOVE His church and love being with His people.

Salary and Benefits:

- This is a full time position that includes health and retirement benefits. The salary range is between 60-75k depending on experience.

If you are interested in applying for this position...

1. Submit a cover letter and resume to hello@elmcitychurch.com.
2. Upon receipt, qualified applicants will be sent written interview questions to be completed.
3. Qualified applicants will be requested for an in person interview.
4. Background check and legal proof of eligibility to work are required.