

Associate Pastor Search Team  
Calvary Community Church of Brea  
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## Associate Pastor Job Description

### **Overview**

Calvary Community Church of Brea is seeking to bring on an Associate Pastor who will join our staff in a church that is actively growing and spreading the Gospel. Our current attendance averages in the range of 350-400. Our mission statement is “We exist to glorify God by carrying out the Great Commission and the Great Commandment.” Our vision is “to help one another: BELONG in the body of Christ, BECOME who He has created us to be, and BRING the message of His salvation to the world.”

### **Thumbnail description of the church**

Please visit our website. It will give you an overview of the history and ministries of Calvary.

### **Qualifications Overview for Associate Pastor**

#### **A clear evidence of being born again by the Spirit of God (John 3)**

Has ongoing and growing evidences of salvation. (I John)

#### **Qualifies as a Pastor-Overseer-Elder according to the Scriptures**

Has a wife who is a committed supporter of her husband and his ministry, helps shepherd their children well, and knows how to use her gifting in concert with the other women of the church. (I Tim. 3; Titus1; I Peter 5)

**Has successfully completed an MDiv or its equivalent with at least 5 years’ experience serving in a staff position of an Evangelical church.**

#### **Commitment to a plurality of Elder Leadership of the church**

He is to exercise the authority delegated to him by the elder board and the Senior Pastor.

**Has a strong sense of the Lord’s calling in his life to be in the ministry**

#### **Believes in male leadership for the positions of Pastor-Overseer-Elders as well as in the home**

This does not exclude female leadership of pastoral ministries to women and children nor the role of deaconess in the deaconate, nor the understanding from Genesis 2:18ff where he leads yet sees his wife as giving him a viewpoint that is, in some important ways, a completing-opposite to him. His wife should be secure in his love and know her husband cares about her viewpoint.

**Obviously loves people with a Christ-like love**

**Has a steady and vibrant prayer life and a heart to see it multiplied in the church**

**Is competent to help others grow in their Christian walks**

Many face tragedies in the past or present, or areas where they have been taken captive into destructive behaviors.

**Works well as a team player with the existing staff**

**Enthusiastically supports (not just accepts) The Statement of Faith of the EFCA and the mission statement of Calvary Community Church**

**Has an essential ability to defend the Scriptures**

**Has a philosophy of long term stable leadership for a church (not just a stepping stone)**

**Has been tested by being the spiritual leader of his home under Christ, and by being active in effective ministry**

**Together with his wife practices hospitality in their home**

To both believers and unbelievers at a level that does not hurt the shepherding of their children, nor take away from their needed time together as husband and wife.

**Gifting**

**Becoming an effective preacher/teacher of the Scriptures (The Holy Bible) – to nurture the body to be strong in their faith and equip them for their ministries**

**Pastoring/Shepherding – to counsel the saints in their trials, trouble, and sins; and to help disciple the maturing to greater ministry**

**Gift of governing-administrating – to help guide and shepherd a church staff**

**Experience**

**Having a thriving marriage**

**Raising children (in/through teen years is preferred)**

**In pastoring in some capacity in a growing church – a church size of 250 or more is desired, but not required**

**Responsibilities**

**Reports to the Senior Pastor**

**Share in the ministry of preaching/teaching the Word from the pulpit as needed, in Bible and discipleship classes, and in homes and venues where the saints and others gather**

**Be responsible for ministries under your leadership – this will include a selection from our various ministries: Children, Youth, Adult, Worship, and other ministries that we may develop**

**Special Issues where harmony of views is important. You will be asked to submit and defend your written positions.**

Position on Baptism (believer's?, infant?)

Position on Gifts of the Spirit

Position on the Calvinism-Arminian Issue

Position on role of women in the church and home

Position on divorce and remarriage

Position on the matter of gays, lesbians, transgenders, etc.

Position on qualifications for leadership (elders, deacons, deaconesses)

Philosophy of child discipline

Philosophy of church discipline

Position on the creation-evolution issue

Position on the various versions of the Bible