

Maranatha Christian Reformed Church of Edmonton

Vision Statement:

Our church participates in God's great mission in the world – the redemption of His whole creation:

- Our worship services enable people of all ages, genders, backgrounds and abilities to glorify God while being motivated and equipped for His service;
 - We intentionally reach out to our immediate community with a special emphasis on refugees and immigrants;
 - Our ministries foster fellowship and discipleship; encourage growth and accountability; and help members discover and use the fruits and gifts the Holy Spirit has entrusted to them.
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Position: Associate Pastor of Congregational Life

FTE: Full time [40 hours/week (includes Sundays)]

Job Description:

Maranatha Christian Reformed Church seeks to achieve its vision by nurturing and growing, through worship and ministries, the Christian faith and life of its diverse membership. The Associate Pastor of Congregational Life (Associate Pastor) will report to the Senior Pastor and be instrumental in encouraging the spiritual growth of Maranatha's members, evidenced by the increasing desire to gather for worship; growth in motivation and ability to serve; and by developing relationships with other members for the purpose of accountability, encouragement and support. The Associate Pastor will be responsible for taking the lead in cultivating a culture of faith development. Maranatha is unique in that an increasing percentage (roughly half) of its congregation are 1st generation Asian, African and European immigrants, many of whom lived in refugee camps before coming here. Maranatha has become increasingly multicultural with at least 7 distinct cultures present each Sunday. The Associate Pastor will be responsible for developing a faith culture hospitable to different cultures and backgrounds.

The 3 main areas of focus for the Associate Pastor will be:

- **Youth ministry:** dedicate 25% of time to leading youth ministry, alongside volunteers
- **Internal community development:** encourage and create a culture of faith formation of all members
- **Development and support of volunteer leaders:** support, encourage, and equip volunteers of various ministries, including but not limited to Youth Group, GEMS, Cadets, Sunday School, Church Council (Elders and Deacons), and Worship ministry.

The Ideal Candidate Will Reflect the Following Characteristics and Attributes:

- Is a disciple of Jesus who increasingly models the fruits of the Spirit (love, joy, peace, patience, kindness, goodness, faithfulness, gentleness and self-control) in his/her personal life.
- is committed to Christ and His church.
- Has the ability to speak openly and honestly about his/her personal spiritual journey.
- Has a heart for encouraging members to put Jesus' teachings into daily practice and to live out their faith wherever they are.
- Embodies prayerfulness, with the ability to model and teach prayer with empathy and spontaneity.
- Desires to serve in a multicultural setting.

- Loves all people, and will focus on those who live in the Beverly community.
- Understands and is committed to the Reformed perspective on world and life.
- Has developed strong pastoral skills.
- Understands faith formation and development.
- Has strong organizational, prioritizing, and leadership skills.
- Demonstrates ability to work closely with other staff members and volunteers.
- Is a member (or willing to become) in good standing of Maranatha Christian Reformed Church and an active participant in the life of Maranatha.

Tasks and Responsibilities

- Intentional in encouraging members to share their faith by both word and deed. To this end, the Associate Pastor should be able to motivate enthusiasm for voluntary involvement such as Bible studies and service in Maranatha, which will be evidenced by a greater variety of congregation members being involved in Maranatha's ministries, including members who were previously uninvolved.
- Responsible for recruitment and encouragement of volunteers in various ministries as needed (*see below for further clarification*)
 - Organize/support/find leaders for Bible studies and small groups in various demographics of the congregation (for example, helping find curriculum, and recruit/encourage/support group leaders as needed)
- As part of leading youth ministry, the Associate Pastor should provide spiritual and practical leadership in development of Maranatha's youth ministry, including selection of curriculum, and selection and equipping of other leaders as needed.
 - The Associate Pastor should either lead or support someone who is willing to lead these ministries:
 - Sunday School
 - Church School (Café Thursday)
 - GEMS
 - Cadets
 - Youth Group: Grades 9-12
 - College and Careers (after high school – age 30)
- Reach out/check in with the volunteer leaders at least once/month, whether it be a phone call, text, or in person meeting.
- Work with other church and community leaders in the Beverly community to promote community involvement, encourage unity within the Body of Christ, and to reach out to the local residents where possible (for example, the Beverly Clean Up, working with other local community organizations and churches, etc.).
- Ordinarily the Associate Pastor should attend all Council meetings, Consistory (Elder) meetings, Staff meetings, Congregational meetings, and any other meeting or event as requested by Council. Although not expected to chair any of these meetings, the Associate Pastor should be prepared to provide mature, spiritual guidance and leadership at these meetings and to actively participate in discussions so that Maranatha's ministries can be effectively supported and enhanced.
- The Associate Pastor will coordinate office hours with the Senior Pastor, and will be provided an office at the church.
- The Associate Pastor will have a strong working relationship with the Senior Pastor, meeting regularly (at least weekly) to discuss ministry.

- Unless on vacation, the Associate Pastor is expected to be present at all worship services, lead the congregational prayer at least once a month, and occasionally participate in worship services as mutually agreed upon. (For example, the Associate Pastor would address the congregation from time to time on significant issues that affect the life of the congregation, or provide announcements/updates on ministry opportunities, or preach under supervision of the Lead Pastor and Council).
- The Associate Pastor should intentionally foster relationships on Sunday mornings, both before and after the worship service.

Education and Experience:

- 2-4 years of post-secondary education in Bible Studies, Theology, Christian Ministry or Youth Ministry, AND
- At least 2 years of ministry-related experience (including volunteer work or internships)
- It would also be an asset to have work or personal experience working with refugees and immigrants and/or have worked with another multicultural organization or ministry.

Goals:

- Overall, but particularly among our youth, a deeper love for God.
- Youth emerging into adulthood with a clear sense of their own faith.
- The congregation develops deeper understanding and love for the multicultural reality of Maranatha.
- An increase in the number of congregation members motivated and equipped for service.

Compensation:

- Salary will be commensurate with education and experience (to a maximum of \$45,000, plus benefits)
- An allowance for related professional development
 - One course per year to develop Associate Pastor of Congregational Life in an area of growth based on the needs of the Associate Pastor and the church. Course to be approved by Council.
- Travel/mileage reimbursement for job-related travel and parking
- Vacation time: 2 weeks of vacation annually, plus 4 Sundays off per year (ordinarily not overlapping with senior pastor)
- Hospitality allowance: reimbursement for ministry-related social expenses (for example, taking someone for coffee)

Reports To: Senior Pastor

Special Notes:

- Clear Police Check with Vulnerable Sector Check must be provided.