

Desert Son Community Church (DSCC)

5250 W. Cortaro Farms Rd. Tucson, AZ 85742 • 520-579-8291 • info@desertson.org

Job Description: Associate Pastor of Family Ministries

POSITION DESCRIPTION

The priority heart-passion of the Associate Pastor is a love for the Lord with his whole being (Matthew 22:36-37; John 21:15-19), the cultivation of a friendship with Him (Jeremiah 9:23-24), and the pursuit of righteousness (John 14:21; 1 Peter 1:15-16). The ministry responsibility of the Associate Pastor is to work in harmony with the Senior Pastor and Elder Board; have a firm grasp on the purpose, values, and strategy of Desert Son Community Church; align key ministry teams with its mission; and equip the saints for the work of the ministry through biblical teaching, personal example, and administrative oversight. The Associate Pastor reports directly to the Senior Pastor in his staff responsibilities.

EXPECTATIONS

The Associate Pastor is a servant leader who will serve as an Elder, initially in a non-voting capacity, allowing for the Elders to test and confirm his qualification (1 Timothy 3:1-7; Titus 1:5-9) in anticipation of affirming him in full Elder status during his first year at DSCC. As an Elder, he will partner with the rest of the Elders in overseeing matters of membership (including admittance, discipline, encouragement, admonition, counsel, visitation, and care), protecting doctrinal integrity, managing specific ministry areas, making disciples through one-on-one or small group engagement, praying for the church body, and generally assisting with all other facets of the shepherding of God's flock with all diligence, knowing that one day he will give an account to God for those under his pastoral care (Hebrews 13:17). The Associate Pastor will participate in the bi-weekly Elders' Meetings and assist in the preparation and execution of baptisms, the weekly administration of the Lord's Supper, weddings, funerals, member's meetings, church events, and other functions.

Areas of Responsibility:

1. **Senior Pastor Assistance:** Assist the Senior Pastor in accomplishing the weekly responsibilities of the church, preparing for each Sunday, overseeing the staff and various teams, and leading the members of Desert Son Community Church in the fulfillment of the Great Commission given in Matthew 28:19-20 to make disciples.
2. **Children's Ministry (Nursery-5th Grade):** Oversee the Children's Ministry by (1) recruiting, leading, training, and empowering a Children's Ministry Team of volunteer leaders and teachers to guide our ministry to children and parents; (2) ensuring curriculum succession from nursery to college; (3) scheduling meaningful events throughout the year as needed that fit the overall mission of DSCC (e.g., family fellowship events, VBS, etc.); (4) working with the other Elders to implement ongoing training and encouragement for parents; and (5) assessing the overall Children's Ministry and making revisions as needed to further the vision and mission of DSCC.
3. **Youth Ministry (6th-12th Grade):** Oversee the Youth Ministry by (1) recruiting, leading, training, and empowering a Youth Ministry Team of volunteer leaders to guide our ministry to youth and parents; (2) developing and leading regular youth meetings and other discipleship opportunities for youth, while having primary oversight of the teaching in the Youth Ministry; (3) planning and implementing retreats, mission trips, special events, and local mission opportunities; (4) mentoring, discipling, and cultivating relationships with the youth who attend DSCC and/or youth group; and (5) assessing the overall Youth Ministry and making revisions as needed to further the vision and mission of DSCC.

4. **Adult Ministries:** Support the needs of the Adult Ministries as identified by the Elders and directed by the Senior Pastor.
5. **Preaching and Teaching:** Preach the Word of God for the edification of the church approximately four to six times annually (sometimes less, sometimes more depending on circumstances). Help lead services when the church gathers for worship and business as needed.

The Elders may change the scope of the Associate Pastor's ministry as appropriate to address the needs of the church.

MINIMUM QUALIFICATIONS

1. Committed, passionate, and compelling personal relationship with and genuine love for the Lord Jesus Christ and his Word
2. A man of integrity, spiritual maturity, righteousness, and financial stability who places priority on his marriage with his wife and role as a father to his children
3. Desires to serve the Lord in pastoral ministry and meets the qualifications required in 1 Timothy 3:1-7 and Titus 1:5-9
4. Wholehearted agreement with the DSCC Statement and Faith and predominant alignment with the 1689 Baptist Confession of Faith
5. Bachelor's degree from an accredited Bible college or university and 2 years of pastoral experience with a proven track record of shepherding God's flock
6. Ability to pass a background investigation and drug test

KNOWLEDGE, SKILLS, AND ABILITIES

1. Firm understanding of Scripture and theology
2. Effective oral and written communication skills
3. Technology aptitude
4. Management and leadership skills, including organization and administrative ability and team-building, problem-solving, and conflict-resolution capability

COMPENSATION

Moving expenses, salary (reviewed annually), 3% retirement match, vacation

APPLICATION

Please submit the following information to resume@desertson.org:

- ☐ Resume
- ☐ Written salvation testimony
- ☐ Philosophy of Ministry
- ☐ Three (3) references
- ☐ Links to sermon samples