

CRC Associate Pastor Job Description

SUMMARY: The associate pastor will serve alongside the lead pastor in the shepherding, care, administration, and leadership of Christ Redeemer Church and participate in preaching and teaching. This is a full-time position, reporting to the lead pastor under the direction and care of the elder board.

CONTEXT AND VISION OF CRC:

Christ Redeemer Church is a 25-year-old congregation of about 400 people thriving in post-Christian New England. Located in Hanover, NH, right at the doorstep of the Ivy League institutions of Dartmouth College and Dartmouth-Hitchcock Medical Center, CRC's vision is to be a church formed and driven by the gospel, and so, missional, not only in its local context but also in its global outreach. Captivated by our biblical and Reformational heritage, we have found the gospel of Jesus Christ is always bigger, deeper and more counter-intuitive than we think—and so, way more transformational (Rm 1:16). The gospel shapes not only our message, but also our method. When this gospel is faithfully proclaimed, we believe that the chief fruit is the establishment and nurture of a gracious, holy, and loving community (i.e., the church, see Mt 5:14-16, Jn 13:34-35, Eph 2-5 & 1 Jn 3:23), that is a witness to the watching world (Jn 17:20-23).

CRC has a number of expanding ministry opportunities. For example, at Dartmouth College and Medical Center we have developed a unique and influential relational ministry network. In addition to helping start a Christian study center at the college, we also have deep personal connections to the campus ministries. CRC's youth and children's ministries continue to grow with over a hundred youth and children involved. Moreover, we have participated in church planting, not only through the NETS Center (VT), but also by sending two of our own church planters (New London, NH and Quechee, VT). We are committed to being a "Hub Church" that resources and revitalizes existing churches—providing pulpit supply and a network of support/coaching. Finally, we have growing connections and strategic partnerships regionally and overseas in the Netherlands, Niger, Cameroon, Kenya, Estonia, Latvia, Germany, etc.

SPIRITUAL REQUIREMENTS:

- Proven and consistent walk with God.
- Moral and theological characteristics of an elder (1 Timothy 3:1-7).
- Gospel spirit of self-sacrifice (2 Timothy 2:1-5).
- A lifestyle that Scripture requires of servants of the gospel (1 Timothy 3:1-13).

WORK ENVIRONMENT:

- Maintain a positive attitude about yourself, your areas of responsibilities, and the staff.
- Work cooperatively and cheerfully maintaining a good rapport with all staff, volunteers, church members, and outside professionals.
- Maintain a high level of confidentiality.
- Be congenial, professional, and business-like in all personal contacts with others.
- Be sensitive to the needs of others.
- Exercise good time management.
- Maintain a high level of excellence in your appearance, work habits, and quality of work.
- Be humble and teachable, an aggressive learner. This will require flexibility in expectations, initiating opportunity, and humbly seeking and receiving input.
- Maintain flexibility of hours, being available when the work is needed or is best accomplished (e.g., evenings, weekends, periodic retreats/conferences, unexpected circumstances, etc.).
- Display exemplary participation in the general life and ministry of CRC (e.g., Sunday worship, Sunday school, Community Groups, women's/men's ministries, appropriate other ministries).

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SKILLS AND KNOWLEDGE:

- Visionary leadership & supervisory ability with staff and volunteers.
- Recruiting, building, and developing teams.
- Positive interpersonal and influence skills.
- An understanding of how technology can be used in ministry.
- Preaching and teaching skills, as well as public and interpersonal communication skills
- Planning, prioritizing & goal setting

ESSENTIAL DUTIES AND RESPONSIBILITIES:

- Support (own and cooperate with) the vision and direction of the lead pastor, under the oversight of the elder board.
- Minister to congregation to grow in their faith in the good news of Jesus Christ.
- Play a central role in providing pastoral care to our congregation.
- Develop and implement CRC's vision and strategy to disciple people of all ages as a growing, multi-generational church. Plan, organize and direct ministries of a growing church.
- Lead, coach, and manage staff and volunteer teams. Provide leader supervision and guidance for the planning, coordinating and evaluating of ministries.
- Deal effectively and tactfully with church staff, church members and community.
- Other duties may be assigned as needed.

SHARED CRC NETWORK RESPONSIBILITIES:

- Partner with a growing network of churches that support the work of planting, revitalization, and resourcing in New England and beyond.
- Regular participation in staff training, meetings, and development.
- Occasional pulpit supply at CRC partner churches and other local congregations.
- Partner in the work of support raising for the CRC network.

EDUCATION AND EXPERIENCE:

- Bachelor's degree
- Master's level theological training
- 5-10 years ministry experience

REMUNERATION:

- Salary commensurate with experience.
- Health, dental, life, and retirement benefits.
- Housing benefit may be available.

CONTACT: For more information, please contact Lauren Groves, Director of Operations, at lauren.groves@christredeemerchurch.org.