



Associate Pastor

Position Summary

The Associate Pastor of Highland Crest Baptist Church serves alongside the Lead Pastor to shepherd the congregation through preaching, teaching, leading discipleship, pastoral care, and evangelism.

Main Responsibilities

1. Preaching and Teaching

- Preach and teach the Word of God as assigned by the Lead Pastor
- Assist in planning and leading worship services when requested
- Teach Bible studies, classes, and small groups

2. Leading Discipleship

- Assist in developing and overseeing discipleship ministries (i.e. Sunday morning Bible studies, home small groups, Wednesday evening discipleship)
- Work with Sunday School Director to provide training, curriculum, and encouragement for classes
- Work with host homes and small group leaders to plan, recruit, organize, and monitor home small groups that meet throughout the week.
- Identify discipling material and leaders for Wednesday evening studies at the church building.
- Collaborate with men and women's ministry leaders to ensure activities align with discipling and evangelism.
- Assist Lead Pastor in developing leaders through curriculum called "Building Godly Leaders."

3. Pastoral Care

- Provide Bible counseling when appropriate
- Participate in pastoral care, including hospital visitation, counseling, and member care
- Assist with weddings, funerals, baptisms, and ordinances of the church
- Support church discipline and restoration efforts consistent with Scripture

4. Evangelism and Missions

- Support the church's evangelistic outreach efforts (i.e. local outreach events and ministry in Senegal, Africa, or other locations)

Qualifications

Biblical and Spiritual

- Meets the Biblical qualifications for Pastor/Elder as outlined in 1 Timothy 3:1–7 and Titus 1:5–9
- Demonstrates a clear calling to pastoral ministry
- Affirms and supports the Baptist Faith and Message (2000)

Education and Experience

- Formal theological education (seminary training preferred)
- Experience in church ministry or related pastoral roles