

Hickman Community Church

Hickman 
Community Church
Associate Pastor

Shepherding the flock through teaching, counseling, and prayer

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Associate Pastor of Counseling Job Description

DESCRIPTION OF ASSOCIATE PASTOR

An Associate Pastor at Hickman Community Church (HCC) is an elder-qualified man in accordance with 1 Timothy 3:1-7; Titus 1:5-9 who is gifted and called to church ministry as a staff pastor, being one who is financially supported by the church.

He is a man who clearly loves God, God's people, and God's Word. He handles God's Word expositionally, while having a genuine shepherd's heart for God's flock. He will be able to exercise initiative and independent judgment in the performance of his general and specific duties. He reports organizationally to the Lead Pastor and is held accountable by the Board of Elders.

EXPECTATIONS FOR ASSOCIATE PASTOR

- **Doctrinal Unity/Agreement**
 - Understands and agrees to HCC's Mission, Statement of Faith, and By-Laws and works to strengthen the church in accord with these primary documents.

- **Personal Walk**
 - Clear testimony of faith in Jesus Christ
 - Consciously seeking God's glory above his own glory
 - Heart for edifying the saints
 - Maintain the character qualifications for biblical eldership as given in 1 Timothy 3 and Titus 1
 - Relationally practicing a good working knowledge of the Gospel
 - Growing in an awe of and love for God through regular prayer and Bible study
 - Maintaining biblical priorities, especially in home/family responsibilities
 - Committed to pursuing humility, submission, servanthood, and witness to the community
 - An active member of Hickman Community Church

- **Education**
 - Has achieved or is pursuing a Master of Divinity or Bachelor of Theology degree from a like-minded school.
 - Has achieved or is pursuing certification with a reputable counseling association such as ACBC (Association of Certified Biblical Counselors).

PRIMARY MINISTRY RESPONSIBILITIES FOR ASSOCIATE PASTOR

It shall be the primary task of the Associate Staff Pastor to come alongside the elders in “equipping the saints for the work of the ministry” (Ephesians 4:11-12), to study God’s word, to preach, counsel, and pray for the flock, specifically to lead the Biblical Counseling Ministry and to be the primary preacher for Sunday evening services. He will help Christians “grow in the grace and knowledge of our Lord and Savior Jesus Christ” (2 Peter 3:18) through the full, accurate and faithful proclamation of God’s Word.

SPECIFIC MINISTRY RESPONSIBILITIES FOR ASSOCIATE PASTOR

- **Biblical Counseling:** To develop, oversee, and serve in a scalable Biblical Counseling Ministry that would meet the needs within our congregation and eventually serve as an outreach to the local communities.
- **Sunday PM Pulpit Preaching:** To maintain the PM worship service schedule preaching regularly on Sunday nights.
- **Sunday AM:** To share with the other elders the opening of Sunday services (including Scripture reading, communion, prayer) and teaching a Sunday adult equipping hour class (aka Hickman Bible Institute). Note: would not teach in the AM the same day he preaches in the PM
- **Regular Meetings:** To faithfully attend, share in the responsibilities of and participate in the weekly elders meeting and HCC monthly members meeting.
- **Church Leadership Institute (CLI):** To assist in the leadership and training of future leaders of HCC.
- **Baptism:** To assist those who request baptism by examining their readiness and helping them write their testimonies in a way that is presentable to the congregation.
- **Membership:** To assist those who request membership by examining their testimony and assisting them in becoming active servants at HCC.

PHYSICAL DEMANDS

The Associate Pastor needs to be of such physical shape as to be able to perform his duties as described above. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

SPIRITUAL RESOLVE

To seek the honor the Lord Jesus in the workplace at all times (Col. 3:23-24).