



All Peoples Church

& World Outreach

#319, 2nd Floor, 7th Main, HRBR Layout, 2nd Block, Kalyan Nagar
Bangalore 560 043, INDIA

Phone: +91-80-25452617 | contact@apcwo.org | www.apcwo.org

ASSOCIATE PASTOR

SUMMARY

Pastor a church location of APC.

VISION

APC is a family church, an equipping center and a world outreach. Our goal is to nurture, disciple, equip and empower God's people to fulfil their God appointed purpose. You will serve in fulfilling this vision among the local church community.

SCOPE

While primary responsibilities will be to serve the specific location, additional areas of responsibilities will include serving in ministries that are across APC locations.

Please review the APC Organization Chart available on OUR TEAM page (apcwo.org/about-us/our-team).

ROLE DESCRIPTION

The role of the Associate Pastor is to shepherd the designated church location by providing the necessary spiritual, strategic, organizational, and administrative oversight while reporting to and being accountable to the Senior Pastor.

The responsibilities of the Associate Pastor include but are not limited to the following:

- 1) Ministering in the Sunday services:
 - Ministering in prayer, word of knowledge, etc., as led by the Holy Spirit while transitioning from the worship time
 - Announcing regarding the offertory
 - Welcoming the visitors
 - Reiterating any announcements
 - Leading in making the declaration or delegating this
 - Sharing the Word (sermon)
 - 2) Holy Spirit baptism - teaching & ministering
 - 3) Overseeing/guiding the volunteer team leaders – Ushering, Sound & set-up, member care, prayer leaders, Life groups, Info-desk, as and when required. Schedule and lead regular volunteer team meetings.
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Focus Areas:

1. Church vision, strategy, and leadership: Must be able to envision the future, develop strategies to get there and execute plans and provide strong leadership to take the congregation into the envisioned future.
 2. Organization and administration: Must have strong administration and organization abilities to organize the local church to work as one cohesive unit and journey together. Must assemble volunteer teams for various areas of local church ministry, mobilize, motivate, and keep volunteer teams on course.
 3. Church growth: Pray, plan, and execute strategies in consultation with the Senior Pastor, to grow the church location spiritually and numerically.
 4. Visitors' Follow-up, member-care & Life Groups: Oversee these functions through the role of Assistant Pastor and the Coordinator of the above responsibilities.
 5. Worship Team: Share feedback and inputs with the Worship Pastor to improve worship and develop the worship team at the location.
 6. Children's Church: Share feedback and inputs with the Children's church pastor to improve and develop the children's ministry at the location.
 7. Youth ministry: Share feedback and inputs with the Youth Pastor with a view to build up the youth and youth ministry at the location.
 8. Volunteers: Get the church at the location to be involved in serving, encourage and enlist them into different areas to serve.
 9. Evangelism: Getting people at the location involved in evangelism, outreaches, prayer-walks to share the Gospel. Plan ways to follow-up and invite to church.
 10. Missions: Encourage the church to be involved in missions.
 11. Raise up new leaders:
 - Identify people who can be trained and developed into leadership roles.
 - Identify the right ministry areas for which they can be developed.
 - Identify methods to develop leaders - discipling /mentoring of one or more people at the location and nurturing them into future leaders.
 - Raise-up leaders who can teach/preach and minister
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12. One-To-One Mentoring: Identify new believers who need to go through the Biblical Foundations course and connect them with the member-care coordinator.
 13. Ministry Team: Encourage the team leaders and others who qualify for the ministry team to get sufficiently equipped through the weekend schools and aligned to the vision, culture, values through the ministry team Bootcamp.
 14. Weekend Schools: Attend Weekend schools to be personally equipped. Once equipped, to assist in ministering at the Weekend schools as instructed by the Senior Pastor.

QUALIFICATIONS/EXPERIENCE REQUIREMENTS

- A definite and discernible call to pastoral ministry in a local church context.
- A good testimony among your current local church community with a demonstrable strong personal walk with God. (Pastoral references requested).
- A strong, demonstrable emphasis on personal study of God's Word including extensive use of references (concordance, dictionaries, commentaries) and software tools for Bible study and exegesis.
- A strong, demonstrable ability to teach and preach God's Word with clarity, and simplicity, while rightly dividing the Word of God. (If possible, please provide at least 3, approximately 30-minute duration each, video recordings of you teaching and preaching of God's Word to a live audience).
- Alignment to APC's Statement of Faith (see apcwo.org website)
- A Bachelor's degree (any field) is required. An advanced (Masters level or higher) degree (any field) preferred. Individuals will be required to attend all of APC's Weekend Schools. Individuals may also be requested to attend courses at APC-Bible College to help provide necessary spiritual equipping.
- Active involvement in local church ministry for a minimum of seven years, either in volunteer or full-time capacity. This should include experience in pastoring/leading a local church congregation with exposure to all aspects of a local church ministry: pastoring; counselling; mentoring; life groups (small groups); ministering to children, youth, adults; prayer; worship; evangelism and outreach; missions; church administration; church finance; etc. Exposure to contemporary methods of ministry (digital media platforms, live streaming, etc.) will be a big plus.
- Prior experience in working in teams of five or more people, both as a team member and as a team leader, either in a professional or local church environment.
- Including the above requirements, preference will be given to (A) those who have graduated with a 3-year degree from APC Bible College or (B) those who have actively served/volunteered at APC for a minimum of 7 years and have attended all of APC's Weekend Schools.



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KNOWLEDGE & SKILLS REQUIREMENTS

- Person of integrity.
- Servant heart. A good follower.
- Strong leadership skills. Ability to influence and lead people through personal life example.
- Strong communication skills – both written and oral.
- Good computer skills.
- Good people skills. Must establish and foster exemplary relationships with church staff, volunteers, and members.
- Planning and organizing skills.
- Caring, compassionate and hospitable nature.
- A good listener and counselor.
- Being willing to go the extra mile.

ADDITIONAL RESPONSIBILITIES

- At APC we are continuously growing and expanding hence, you will be required to share in additional responsibilities.
- Being able to work under pressure and meet deadlines.
- Willingness to work long hours when required.

OPPORTUNITIES

As opportunities arise, and depending on your skills, you will be able to:

- Travel and serve on APC Missions.
- Teach at APC Bible College.
- Minister at Weekend Schools.

Over time, based on your personal development and performance you will have the opportunity of growing internally at APC to take on other ministry roles that are of interest and suited for you.

As APC is a local church and Christian ministry, all positions require people who are passionate about Jesus Christ, and who are called, anointed and committed to serving Him and people to see lives touched and transformed into Christ-likeness.

Please note, that all staff positions at APC require individuals who have a definite call of God, who are organized, strong leaders, responsible, team players, punctual, committed to excellence, maintaining a strong personal walk with God, leading by example, and sold out to God!
