

Associate Pastor for Education & Growth

Our vision for this position is to help our active congregation grow roots both deep and wide, through learning and discipleship, community and fellowship, and by extending our message onto digital platforms.

Community of Grace is a family of faith made up of ordinary people from all walks of life - single, married, young, old, religious, spiritual, and of various races, gender identities, and sexual orientations. What brings us together is our desire to follow the path that Jesus walked. What keeps us together is the support and nurture that our members enjoy here. God is at work in this community, and all are welcome to experience this exciting adventure of faith with us.

We are searching for a candidate with...

- a strong but not rigid faith
- a sense of Gospel that is inseparable from Jesus' call to love the least of these
- experience and skill with young people and parents
- highly developed interpersonal skills, that give folks a sense of welcome
- passion for building a beloved community, by working well with our congregation, volunteers, staff, and wider community
- experience and skill in pastoral care or counseling
- an ability to communicate creatively across various media
- skills in digital marketing, social media, graphic design, and/or video editing
- a commitment to shaping our experience on Earth as it is in Heaven
- gestures and posture of compassion, justice, and grace.

Duties and Responsibilities:

In the realm of Christian Education:

1. Connect and build relationships with children, youth, and parents/guardians.
2. Plan and implement youth activities, in order to build a regularly active Youth Group.
3. Manage the Sunday morning Children's Church, including selecting and adapting curriculum, preparing supplies, and working directly with the children and volunteers.
4. With the CE Team, plan and implement occasional children's activities, other than Sunday mornings (Easter Egg Hunt, Birthday Party for Jesus, etc).
5. Recruit, engage, and cultivate volunteers.
6. Supervise and facilitate the Childcare staff.
7. Include topics of mission & justice into Youth and Children's Ministry.
8. Develop a presence before the congregation as an advocate for Youth and Children's Ministry.
9. Follow all the reasonable expectations of safety, appropriate faith contexts, collegial work relationships, and grace for those we serve.

In the realm of Community Connection:

1. Plan and implement events that draw the church together.
2. Coordinate activities with the Hospitality Team.
3. Prioritize the involvement of volunteers.

4. Utilize mission & outreach events as opportunities for connection.
5. Contribute to an atmosphere of warmth.

In the realm of Digital Storytelling:

1. Contribute to online engagement with written and visual media content, making effective use of newsletters, social media, and web design and content.
2. Serve as the staff resource for the AV Team.
3. Promote church events through all our online platforms in a timely and clear fashion.
4. Keep up with digital trends, aware of our congregation's online participation.

In the realm of general Church Leadership:

1. Preach and lead worship 4-6 times per year.
2. Actively pursue clear and continuous communication with the staff and congregation, through a regular presence in the office.
3. Work with the Pastor to continually improve our church's goals and offerings.
4. Regularly take time off to care for yourself, your family, and your community. Clearly communicate these needs in coordination with other staff.
5. Set boundaries to preserve the capacity of yourself, the team, and the whole organization.

Supervisor: Pastor

Team Support: Christian Ed, Community & Hospitality, Worship, Mission & Justice

Hours: 32 hours/week, generally 12 for Christian Ed and 10 each for Connection and Digital.

Effective salary: Starting between \$45,000 and \$52,000

Time off: 24 days of vacation and 12 days of continuing education

It is important for everyone that the new Associate Pastor has the resources to succeed. So, we are serious about all of the ministry and program staff working at the church no more than 32-hours per week, and using their vacation time for rest. Even at 32-hours per week, this position does come with Board of Pensions benefits, including *full* health insurance and pension credits. Hopefully this employment model offers a candidate more flexibility to be with their family, live into a whole life of health and hobbies, volunteer with a great non-profit or if they want, explore other enriching work.

See the full description at <https://clc.pcusa.org/mdp/10978/view/>.

For questions, reach out to Rev Hansen Wendlandt (385-275-2235, commgracepastor@gmail.com)