Tuesday, November 3, 2026

Full Time Associate Pastor / Part Time Youth Pastor

Position Title: **Associate Pastor**

Status: **Full Time**

Compensation: *Compensation based on experience and comparable cost of living.*

Benefits: **403b Retirement Savings** *option*

Educational Requirements: a minimum of an ***Associates Degree in Biblical Studies or Christian Ministry*** would be preferable.

Reports to: Senior Pastor and Elders

Spiritual Qualifications:

The Associate Pastor is a godly man continuing to grow and mature in Christ as a person of integrity who meets the Biblical qualifications of eldership (1 Timothy 3 and Titus 1). He has a strong sense of calling and identity in Christ and is continuing to grow in depth and knowledge of the Gospel and the Word of God, being transformed by it. He demonstrates a willingness and faithfulness in discipling those around him, whether in the church context or whomever is in his sphere of influence. His ultimate desire is the glory of God, followed by his desire to love and lead his wife and children, shepherding them and preparing them to meet Jesus. Only then is his desire to fulfill his role to build up and equip the local church, as well as to reach out with the Gospel into the surrounding community.

Job Description:

- The Associate Pastor will have job responsibilities divided between Youth Ministry (50-60%) and General Pastoral Ministries (40-50%) that are tailored to the man's strengths and according to the church family's needs.

Youth Ministry = (20-24 hours/week, including Youth Group Meetings)

- Organize and lead weekly Jr. and Sr. High Youth Group meetings. This includes the study and writing of messages from God's Word that are exegetical and in agreement with FBC's statement of faith and doctrinal convictions, and/or the teaching of doctrinally-sound curriculum lessons. This would also include the possibility of training and equipping other volunteer leaders to prepare and give the message some weeks.
- The philosophy of ministry for youth will be balanced between discipleship and evangelism, creating a culture of growth for our students, but also a culture where they will want to invite unbelieving friends.
- Shepherd and disciple the Jr. and Sr. High students throughout the week, as well as shepherd and lead a team of volunteer leaders.
- Work with the Senior Pastor to ensure youth are integrated into the life of the church.
- Engage with parents and provide resources for those families.
- Plan and lead extra activities, like: overnight camp, outreach opportunities, events…
- Oversee and facilitate Children's Ministry, from 0-18, which includes Children's Sunday school, Junior Church, Nursery, and Yahweh Wednesday Kid's Club. This will include delegating and shepherding the individual group leaders, and assisting them with scheduling and curriculum planning (in partnership with the Senior Pastor).

Ministry Needs of FBC-Waldoboro Family: *(These are just a list of needs that we have. We would love to have an Associate Pastor fill a few of these areas, in "tailoring" the General Pastoral Ministries part of the role.)*

- Administration of buildings and grounds
- Facilitating events that take place on church property
- Marketing through online presence (website and social media)
- Music team member / Worship leader
- Discipleship & Evangelism (training and organization)
- Adult and Children's Sunday School Administration
- Community Outreach

- Local and Global Missions
- Counseling

Preaching / Teaching =

- Preach 6-12 Sundays per year, helping to execute preaching series throughout the year. Will provide and receive feedback in teaching, and will work closely with the Senior Pastor with this.

Pastoral Responsibilities:

- Shepherd and lead members of FBC - Waldoboro in worshiping Jesus, walking with Jesus, and working for Jesus. This will include elements of pastoral care, such as: in-home visitations and hospital visitations. This may also include assisting the Senior Pastor with weddings and funerals and counseling needs.
- Help Senior Pastor train leaders in their growth and development.
- Assist Senior Pastor and Elders in all things “administration”.

Characteristics:

- Strong Communicator with wonderful people skills: *a man who loves people*.
- Team builder / Collaborator who delegates well
- Teachable spirit as well as a Strong Work Ethic
- Commitment to disciple-making and fostering spiritual growth
- Possession of a servant’s heart and a professional pastoral demeanor
- Proactive, self-starting attitude with the ability to look ahead and anticipate needs and follow through efficiently.

Preference:

- Would either be from New England or have significance ministry experience serving in New England.