



ASSOCIATE PASTOR

OASIS CHURCH

1205 Rogers Way, Kamloops, BC, V1S 1R9
www.weareoasischurch.ca

GENERAL DESCRIPTION

The Associate Pastor must be a passionate and experienced leader that empowers believers toward spiritual growth. This role will primarily require the candidate to support church adherents with their integration into areas of service, discipleship pathways, and Life Groups (including primary leadership of Oasis Young Adults Ministry).

QUALIFICATION

Oasis Church's vision, "There's Always More," sets the tone for our pursuit of reaching our community for Jesus. Our mission is to "Inspire Faith, Invest in People, and Illuminate Hope" and therefore it is expected that the ASSOCIATE PASTOR gives evidence of an on-going personal commitment to the Christian faith, personal devotions and familiarity and harmonious acceptance with both the PAOC's Statement of Essential Truths and the Ministerial Code of Ethics. The ASSOCIATE PASTOR will be able to collaborate with and support the Lead Pastor in providing care to the congregation.

EDUCATION & REQUIRED SKILLS

- Minimum of five (5) years experience in ministry (volunteer and/or vocationally);
- Excellent leadership, communication, organizational, and management skills;
- Minimum or equivalent of a Bachelor of Arts in Pastoral Ministry. Encouraged to continue furthering education;
- A PAOC Credential holder in good standing, or able to acquire Credentials with the PAOC;
- A proven ability to engage in Crucial Conversations, and thrive in a multi-cultural and multi-generational setting;
- General computer skills are a must;
- Experienced with Online Planning Center.

LEADERSHIP APPROACH

- Promote a culture of TEAM (Trust, Empowering, Accountability, and Mentoring) within ministry departments;
- Build dynamic teams by establishing a clear vision and engage in open communication within the departments;
- Prepare adequately to offer volunteers appreciation, encouragement and training during the Oasis Team Nights;
- Demonstrate a strong leadership ability to: ENLIST (Cast a clear, compelling vision. Personally interview the person and show the benefits and blessings of serving and integrating into the Oasis Church community); explain EXPECTATIONS (You can't inspect what you haven't expected); EQUIP (Provide adequate resources, and make sure volunteers will function in their gifting and ability); ENGAGE (Release servant leaders with responsibility and trust them with some level of authority); EVALUATE (Review expectations and evaluate performance); ENCOURAGE (Praise them in public; correct in private).

LEADERSHIP DEVELOPMENT

- Develop a ministry structure and culture that enables the equipping, growth, and release of leaders in their giftings;
- Lead department meetings, ensuring that all volunteers are well informed and empowered to carry out the vision and mission of the church;
- Intentional focus on the development of healthy relationships with all the staff and volunteers;
- Embody a positive and encouraging attitude;
- Demonstrate and foster a workplace culture of honesty and respect for others;
- Encourage trust and cooperation and maintain confidentiality.

STRATEGIC PLANNING/VISION

- Provide overall leadership for department meetings for the purpose of strategic planning and problem solving;
- Conduct a quarterly review of ministry department budget, as a means of evaluating the effective use of financial resources;
- Establish metrics and drive reporting to ensure that progress against the strategic plan is measurable, communicable and clearly understood;
- Implement a transition plan to move from preference driven elements of church to purpose driven.

PREACHING & TEACHING

- Share pulpit ministry with the Lead Pastor between 6-10 times a year;
- Connect with the Oasis Church community, by building relationships and monitoring the spiritual health of the congregation, especially that of the Life Groups;
- Assist the Lead Pastor with service planning, preparations and evaluation of ministry effectiveness;
- Assist the Lead Pastor in providing oversight for Sunday Morning Ministry;
- Collaborate with the Lead Pastor and the preaching team in sermon series development;
- Assist the Lead Pastor with the administration of the ordinances of Baptism and Communion.

ORGANIZATIONAL MANAGEMENT

- Create an organizational structure that will effectively use resources to advance the mission of Oasis Church;
- Able to understand the congregation's receptivity, ability and timing for change;
- Skilled at handling crucial conversations with volunteers, staff, and church adherents;
- Able to conduct healthy relations with all Rental groups that utilize church space;
- Ensure the Church's Online presence to the community is effective and in alignment with Oasis Church's Vision, Mission, and Values.

PASTORAL MINISTRY

- Demonstrate a pastoral heart by performing or delegating pastoral care for congregants (visitation, counseling, etc.);
- Oversee all newcomers experience and integration;
- Manage all integration steps for new believers through our discipleship pathways
- Provide leadership for all LIFE GROUP Leaders, ensuring their health, multiplication, and ability to lead their ministry effectively and within the vision, mission, and values of the church;
- Establish vision and provide leadership for the Oasis Young Adults Ministry.

PASTORAL EXPECTATIONS

- The Associate Pastor shall be in agreement with and practice the standards outlined within the Oasis Church By Laws, Constitution, and Staff Policy;
- The Associate Pastor shall adhere to PAOC's Ministerial Code of Ethics, as well as to the Oasis Church Lifestyle Agreement;

COMPENSATION

- Salary will be commensurate with experience
- Benefits & Pension available after 6 month probation
- Vacation (dependent on length of service with PAOC)

Yearly Evaluations will be conducted every October and submitted to the Pastor's Council for review