

Associate Pastor – Adult Ministries & Men’s Ministry

Team(s): Adult Ministry Team, Management Team, Appleton Location Team, Champion’s Team, Pastoral Team

Supervisor: Associate Pastor – Generational Ministries

Direct Reports: Director – Women’s Ministries, Groups Coordinator – Adult Ministries, Program Manager – Adult Ministries

Status: Full-Time (40 hours per week) Non-Exempt. Weekend and weekday hours may be required.

Position Summary: Connect the world with God and one another by creating ministry environments where adults can be discipled and make disciples.

Adult Ministry Responsibilities:

- Remove barriers for ministry leaders
 - Problem-solve any issues with the team
 - Take on projects or issues that keep the team from leading their ministries effectively
 - Assist in ministry oversight or coordination when staffing shortages exist
- Cultivate and maintain a healthy culture that allows staff to flourish in both life and leadership.
 - Facilitate healthy interpersonal relationships across staff teams
 - Develop, oversee, and pastor all direct reports.
 - In consultation with the Senior Pastor and Human Resources, make staffing decisions of Direct Reports and ministry areas.
- Enforce alignment across ministries and locations toward the broader church vision.
 - Ensure key ministry projects happen aligned with the church’s vision.
 - Enforce institutional disciplines on key ministry systems, meetings, communication, audits, strategic planning, and schedules

Men’s Ministry Responsibilities

- Set the vision, strategy, and training for our Men’s groups and events.
- Work with the Men’s Ministry Location Leads to facilitate the Men’s Ministry vision and strategy across all locations.

Management Team Responsibilities:

- Champion Alliance Fundamentals and use them to give content to team members’ decisions.
- Be a team-player in “all-hands-on-deck” ministry situations, seasons, or events.
- Maintain staff-wide systems, strategic planning, audits, schedules, and communications.

Champion Team Responsibilities:

- Coach and Align Ministry Leaders Across Campuses: Serve as a coach and mentor to adult ministry leaders across all campuses, ensuring alignment with the church’s vision and fostering collaboration between Men’s, Women’s, Groups, Seniors, and Young Adults ministries.
- Champion Unified Vision Across Campuses: Set and communicate a clear, unified vision for adult ministries that is implemented consistently across all campuses while empowering local leaders to adapt to their unique campus context.
- Foster Leadership Development Across Ministries: Equip and develop leaders at each campus by providing coaching, resources, and support to strengthen ministry effectiveness and ensure alignment with the church’s multi-campus strategy.

Pastoral Team Responsibilities:

- Provide pastoral care/counseling (up to three sessions maximum) as needed for your location
- Serve on regular rotation of Ministry Leader on Call schedule
- Perform ceremonies or ministry events as needed (Weddings, Funerals, Baby Dedication, Baptisms, James 5 Healing Services, Membership Class)
- Teaching and Service Hosting support as needed in various services or classes



- Provide pastoral care for the men of our church, challenging them in areas of leadership, integrity, marriage, parenting, and freedom from addiction.

STRATEGIC FRAMEWORK

Vision/Purpose: Connecting the world with God and one another.

MINISTRY VALUES

1. Bringing glory to God and reaching people for Jesus Christ drives everything we do
2. All of our ministries are to be Biblically sound, culturally relevant, and supported with prayer
3. God's Word is truth and we trust it above anything else to make a lasting impact on those we touch
4. Individual and corporate worship is critical to our spiritual health and relationship with God
5. Our fellowship is focused on shepherding and caring for one another
6. Our evangelism is driven by a sincere burden for all people and is worldwide in its impact
7. Our ministry is done with excellence and sense of urgency because it honors God and inspires people
8. We will never lose sight of our vision

MINISTRY PHILOSOPHY

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| Simple Purpose, Simple Church | Our purpose is simple: Connecting the World with God and One Another. Our church structure, programming and ministries will follow our simple discipleship process. All we do will be understandable and easily accessible. We will strive to have a minimum amount of bureaucracy. |
| Strategic and Effective | We minister with a sense of urgency; the stakes are heaven and hell for the people we serve. Everything we do will be strategically planned, focused on the vision and measured for outcomes. Our measure of "success" will be conversions, baptisms, spiritual growth and maturity, and the completion of the Great Commission. |
| Felt Needs First, Prescribed Needs Second | We will seek to meet people's felt needs first, then move people to the "prescribed" needs outlined in the Bible. |
| Come and See – Go and Be | We will partner with the congregation in doing Kingdom work. The staff's role will be to provide a clear vision and effective programming. The congregation's role will be to invite people to come and experience what God is doing through Alliance Church and eventually engage in the discipleship process. We also encourage ministries and individuals to "go and be" the reality of Jesus Christ by sharing Christ's love through personal evangelism, community service, and world missions. |
| Healthy Relationships | We work together as a team. We keep short accounts, will not let conflict simmer, and have a never-ending focus on the vision. We will maintain a broad view and will not tolerate turf wars or personal kingdom-building. |
| Servant Leadership | We have a towel over our arm at all times. We have a positive attitude of joyful, humble service towards each other and the people we serve in and outside of our church. |
| Stronger Together | We will be a ministry that strategically and intentionally integrates ministries so they link together to produce healthy disciples of Christ that can advance the Kingdom as one. |
| Complementarian | Men and women equally share in the blessings of salvation; nevertheless, based on Scripture, some governing and teaching roles within the church are restricted to men. |
| Healthy Leadership | We are healthy, high-capacity individuals. We maintain our spiritual, emotional, relational, mental, and physical health by keeping priorities straight. We live up to our commitments to others and live lives of integrity, at home, at church, and in the community. |
| Equip Future Leaders | We will train, equip, and empower young leaders in all ministries to remain relevant and effective, both for today, and for future generations. |