

Associate Pastor – Adult & Men’s Ministries

Team(s): Adult Ministries Team, Men’s Ministries Team, Multi-Leadership Team, Pastoral Team

Supervisor: Executive Pastor – Central Ministries

Direct Reports: Director – Women’s Ministries, Director – Spiritual Formation, Groups Coordinator – Adult Ministries, Experience Coordinator – Adult Ministries, Administrator – Men’s Ministries

Status: Full-Time (40 hours per week); 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 disciplined 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.
- Facilitate alignment across ministries and locations toward the broader church vision.
 - Facilitate institutional disciplines on key ministry systems, meetings, communication, audits, strategic planning, and schedules.
 - Serve as a coach and mentor to adult ministry leaders across all locations, ensuring alignment with the church’s vision and fostering collaboration between Men’s, Women’s, and Groups ministries.
 - Set and communicate a clear, unified vision for Adult Ministries that is implemented consistently across all locations while empowering local leaders to adapt to their unique location context.
 - Equip and develop leaders at each location by providing coaching, resources, and support to strengthen ministry effectiveness and ensure alignment with the church’s multi-location strategy.

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.

Multi-Leadership 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.

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.



ORGANIZATION OVERVIEW

Founded in 1932, Alliance Church is a Fox Cities-based church and member of the Christian and Missionary Alliance denomination. They have physical locations in Appleton, Hortonville, and Neenah as well an online streaming experience for Appleton's Sunday services. Alliance Church exists to connect the world with God and one another. Committed to loving the local community, Alliance Church started a free-and-charitable health clinic and is grateful to partner with the many effective non-profits and churches that serve the Fox Cities. The church is made up of many different people from all generations and backgrounds, but united around God's love for the entire world. For more information, visit alliancechurch.org.