

# **Ideal Candidate Profile**

## **Associate Pastor**

### **Church Leadership**

The ideal candidate will develop and maintain solid relationships with the Senior Pastor, office manager, church elders, ministry leaders, and volunteers. These are people that will come alongside him to help him through the process of re-engaging our youth. The ideal candidate will support our church leadership team by having a complimentary skill set. We are looking for someone who can challenge and encourage our church leaders as iron sharpens iron, while being respectful of the positions of authority as laid out by Cherry Creek's leadership.

### **Shepherding and Nurturing**

- ❖ Candidate should be gifted in relating with the church body.
  - Should be approachable and willing to develop intentional, individual, mentoring relationships with volunteers that invoke trust and openness. (know about their lives, empathetically listen to their struggles, attend some of their activities, celebrate their successes, and challenge them to grow in Christ)
  - Should plan yearly training and conferences for himself and the team for equipping and refreshing.
  - Should exhibit healthy boundaries with the church body. (accountability, physical and time boundaries, social media boundaries)
  - Should lead by example, demonstrating consistent integrity in all that he does.
  - Should Recognize that the culture around the church body changes quickly, the ideal candidate will be willing to constantly adapt as our world changes.
  
- ❖ Candidate should be able to engage with visiting families.
  - Should be available during Sunday service to interact with visiting families.
  - Should focus on making children and youth feel seen and welcomed during Sunday service as well as weekly events.
  - Should be training and equipping others to connect with families in his absence.
  - Should be able to connect families to other ministry leaders to help the children get connected.
  
- ❖ Should be able to lead a group of volunteers to minister to children.

- Should be able minister to the volunteer team including praying for them, checking in regularly with them, and equipping them to serve in their areas of gifting without feeling overwhelmed or becoming burned out.
- Should understand how to delegate responsibilities as makes sense according to the gifting of volunteer team members.
- Should be actively recruiting new volunteers regularly and be able to inspire a team of adults to assist him in ministering to the youth.

### **Teaching and Preaching**

- ❖ Should plan and teach engaging sermons for the congregation.
- ❖ Should have a solid understanding of theology and be able to communicate in an understandable way to the church body.
- ❖ Should be able to connect with the church body in a way that is meaningful and inspires them to know and love God.
- ❖ Should be able to clearly communicate, connect, and invest in the lives of the church body.
- ❖ Should be able to help the church body learn how to study the Bible and recognize it as the authoritative source of truth in their lives.
- ❖ Should be able to share the gospel through relationships.

### **Administration of Children's Ministry**

- ❖ The ideal candidate will be responsible for the administration of all other children's ministries at Cherry Creek, including Nursery, Cherry Creek Kids Club, AWANA, Redzone, and VBS. The ideal candidate:
  - Should equip, support, encourage, and empower the ministry leaders to best perform the role they have been called to fill.
  - Should help the ministry leaders address needs and solve problems, assisting with troubleshooting.
  - Should facilitate collaboration between children's ministries and casting vision for the children's ministries.
  - Should assist with the creation of new ministries as appropriate.
    - Develop a bridge between children's ministry and Endzone.
    - Equip parents to disciple their children.
  - Should organize meetings and meet regularly with the children's ministry leaders and provide updates to the Senior Pastor and Leadership Team.

- Should be involved directly with the other children's ministries as time allows and developing relationships with kids of all ages. The ideal candidate will be invested in our kids' spiritual growth from birth to graduation.
  - Should work with children's ministry leaders to develop a scope and sequence for children's ministry at Cherry Creek.
- ❖ The ideal candidate will be able to maintain things that are working well and impact change when necessary. The ideal candidate will impact and inspire change and growth as they cast vision to take children's and youth ministry at Cherry Creek to the next level.