



## Associate Pastor

### Overview

Zionsville Fellowship is seeking an Associate Pastor to join the elders and staff to support the purpose of Zionsville Fellowship. As an elder, he will shepherd, disciple, teach, and train leaders according to his gifting and our needs. This specific role focuses especially on providing one-on-one and team counseling, training members to counsel others, and overseeing ministries to strengthen and support marriages and families. The man who serves in this role will either be hired as an elder, or will progress toward eldership soon. If there is a period of time before eldership, this role will be titled Director for Counseling and Growth Ministries.

This is a full-time position that reports to the Lead Pastor.

### Responsibilities

#### Primary Responsibilities

- *Counseling.* Provide one-on-one and team counseling to members, and make referrals to connect members with trusted outside counseling services. It also involves occasionally providing premarital counseling.
- *Counseling Training.* Train members to grow as competent lay-counselors.
- *Lead the Marriage Ministry.* Serve as the leader of the marriage ministry, which involves initiating and overseeing plans for strengthening marriages (such as marriage courses, conferences, and training mentors).
- *Family Discipleship Support.* Partner with Children's and Youth Directors to support families in discipling their children.
- *Lead the Domestic Abuse Response Team.* Serve as the leader of a team that works closely with those in abusive situations.

#### Additional Ministry Responsibilities

- Occasionally and as needed, provide oversight to special projects, strategic initiatives, task-forces, or campaigns. Oversight includes planning, delegation, follow-up, and reporting results. Examples may include leading a task force, leading the search for a particular staff role, or rebooting a particular ministry.
- Teach, preach, disciple, and officiate weddings and funerals as needed and according to gifting.
- Serve as the staff point-person for funerals.
- Participate in the weekly staff meeting and any other relevant teams and meetings.

- If administratively gifted, assist the lead pastor with the development and maintenance of processes, procedures, and policies for the health of the church. Also, if gifted, serve on the HR team and assist with the process of future staff hires.

## Character and Competencies

This leader will be humble, wise, and is eager to join in cultivating a gospel culture in the church. He will match the following characteristics and competencies:

- Fulfill the characteristics of 1 Tim 3:1–7, seeking to display Christ-like character when interacting with members, staff, and guests, and contribute to a gospel-culture of humility and the fruit of the Spirit.
- A warm, healthy, non-anxious, and humble presence on a team.
- Affirm and support Zionsville Fellowship's beliefs, purpose, values, and biblical convictions on key moral issues as outlined in our bylaws. Happily affirm a broadly reformed and baptistic theological perspective.
- MDiv, master's degree, and/or certification in biblical counseling (ABC, CCEF, etc.).
- Able to articulate a clear sense of how God grows his people through the gospel and in community. Able to articulate and implement a theologically informed philosophy of biblical counseling.
- Able to train leaders and cultivate people and teams.
- An administrative leader, good at improving processes, setting up structures, and implementing plans
- Maintain healthy friendships and, if applicable, marriage and family relationships.

## Our Context

Zionsville Fellowship is a nondenominational church of about 750 members, located in a growing northwest suburb of Indianapolis. Its purpose is to glorify God by being and making disciples of Jesus Christ who are a community of worshippers on mission. It is committed to Christ-centered expositional preaching, cultivating a relationally-thick gospel culture, and living as joyful witness to Christ in the world.

To apply, visit [www.zionsvillefellowship.org/resources/job-searches/](http://www.zionsvillefellowship.org/resources/job-searches/)  
For questions, contact Drew Hunter ([dhunter@zionsvillefellowship.org](mailto:dhunter@zionsvillefellowship.org))