



Position: Assistant/Associate Pastor
Ministry Focus: Equipping and Family Ministry
Reports To: Lead Pastor
Position Status: Full-Time, salaried

Purpose:

The role of the Assistant/Associate Pastor is to work in harmony with the Lead Pastor, Elders, Deacons and staff to accomplish the vision and mission of Friendship Baptist Church. Specifically, this position will develop and oversee ministry systems and structures that help “equip the saints for the work of ministry” (Ephesians 4:11), including Family Ministry.

Job Responsibilities:

General Pastoral:

1. Faithfully perform the duties of the office of Elder, after completing the Elder Assessment process.
2. Assist the Lead Pastor with the teaching and preaching ministries of the church.
3. Serve as pastoral representative on Ministry Teams (e.g. Welcome, Diaconal, Security, Facilities).
4. Lead a Grace Group.

Equipping:

1. Assist the Lead Pastor in building ministry structures and teams to facilitate a culture of serving, where members can exercise their spiritual gifts so that the body grows and “builds itself up in love” (Eph. 4:16).
2. Assist the Lead Pastor in developing discipleship structures to help our members grow as followers of Christ.
3. Develop systems & strategies to increase visitor assimilation and involvement into the life of our church.
4. Partner with Lead Deacon in developing and mobilizing our Diaconal Ministry.

Family Ministry:

1. Assist the Lead Pastor in providing oversight & direction of our Men’s & Women’s discipleship ministries.
2. Continue developing our Family Ministry model to equip parents as the primary disciplers of their children.
3. Develop, organize and structure our growing children and student discipleship ministries that occur on Sunday mornings and throughout the week.
4. Partner with the Lead Pastor to develop relationships with families from our school, the Charleston Bilingual Academy.

Job Skills and Qualifications:

The Assistant/Associate Pastor will be a maturing Christian, who meets the biblical qualifications for Elder (1 Timothy 3:1-7 & Titus 1:5-9), exhibits the heart of a shepherd (1 Peter 5:1-4), and affirms the *Baptist Faith and Message (2000)*. He must have some formal theological training and be adequately equipped for pastoral ministry. Also, the ideal candidate will possess 2-5 years of church leadership experience, preferably on a church staff. He must closely align with our church's theological emphasis, vision and ministry philosophy. Also, his spiritual gifting and personality should complement that of our Lead Pastor, staff and Elders to form a strong ministry team.

The Assistant/Associate Pastor will be organized, self-motivated and driven to be productive. Essential to all successful ministry are excellent communication and people skills with the ability to listen well and speak with grace to a diverse demographic. Equally important will be a strong sense of confidentiality, decorum and eagerness to serve as a team member. Due to the diverse context of our ministry, an appreciation for other cultures is important. Being a Bilingual Spanish speaker is a plus, though not required.

Our Church:

Founded in 1943, Friendship Baptist Church is preparing to celebrate our 80th birthday this December! We are thankful for the Lord's faithfulness to our congregation over many decades. Friendship has followed the pattern of many Southern Baptist Churches in our country, booming in the 1950's and 60's then slowly dwindling over the next four decades. The church almost closed its doors in the mid 2000's, but was nursed back to health through a faithful pastor who rebuilt trust and consistently preached God's Word. In 2014, the church entered into a ministry partnership with the Charleston Bilingual Academy, which has further led to her revitalization. This partnership has also led to the church's diversification, where currently one-fourth of those in the congregation do not speak English as their first language. We are thankful that now every generation is represented in our congregation, with a growing number of younger families.

We are an elder-led, deacon served church, with the goal of every member serving in ministry. Currently, we have four elders and five deacons. We have one full time staff pastor, two part time staff ministers, and two part-time support staff. Friendship Baptist has 70 active members and an average weekly worship attendance of 150. About a third of those in attendance are under the age of 18.

Vision: We are a diverse family of disciples, growing together in grace and truth.

Mission: We exist to glorify God by making disciples, who enjoy, embody and extend the grace of Christ, everywhere!

Rhythms: We seek to follow the pattern of the early church (Acts 2:42-47), by being devoted To ... (1) Studying Scripture together, (2) Sharing life together, (3) Eating together, (4) Praying together and (5) Serving together.

Our City:

North Charleston is genteel Charleston's gritty industrial neighbor, founded on the strength of its manufacturing sector. The city fell on hard times with the departure of a Navy base in the 1990s.

The city is a safer and more prosperous place than it once was, but it still has wounds to heal. Crime waves still shake neighborhoods from time to time, and the public schools are still grappling with problems of inequality and segregation.

Friendship Baptist is situated in Park Circle, one of the city's oldest neighborhoods, which has been at the epicenter of a housing-market boom since the end of the Great Recession. The neighborhood has a mix of young families, unmarried professionals, and longtime residents who can tell stories about the folks who worked at the old asbestos mill.

Our community has a lot to offer. Park Circle has newly built parks and playgrounds scattered throughout, two world-class disc golf courses, a growing collection of local restaurants, a walkable downtown, and an eclectic and welcoming vibe. Oh, and the beach is about 20 minutes away.

North Charleston as a whole is a majority-black city with large white and Latino populations as well as a handful of smaller immigrant communities. The city has reinvented itself as a retail hub and has also attracted some new manufacturers including Boeing, which draws workers from across the country to assemble Dreamliner jets.

As with any Southern city, the sins of racism and segregation are never far in the rear-view mirror. Our community was rocked in 2015 by the massacre at Charleston's Emanuel AME Church and by the police shooting of Walter Scott, an unarmed black man, just a few miles from Park Circle. Both tragedies helped inform a nascent ecumenical movement for racial healing in the greater Charleston area.

All this is to say that there is baggage here, but you probably already knew that. It is also a beautiful place with a long-standing culture of hospitality, a booming restaurant scene, and a growing arts community. As one of the fastest-growing metros in the Southeast, it is also constantly changing.

How to Apply:

We encourage all interested candidates, who meet the above qualification and resonate with the job description, church vision and community culture, to apply. Please submit (1) a resume, (2) cover letter and (3) philosophy of ministry statement, to:

Pastor Mark Timmons
Friendship Baptist Church
5032 Lackawana Blvd.
North Charleston, SC 29405
mtimmons@friendshiptoday.org