



# Catalyst Church

## Associate Pastor Job Profile

### About Catalyst Church

Catalyst Church, an active and growing member of the Northwest Conference of the Evangelical Covenant Church (ECC), is dedicated to active faith and dynamic community engagement. Catalyst is financially healthy with an average attendance of 150-200 people. This community is committed to deepening discipleship, enriching community well-being, and desires to expand its inclusive outreach.

Catalyst Church has a warm and welcoming culture of thoughtful engagement. The staff culture emphasizes flexibility, innovation, and collaboration, fostering an environment where new ideas are welcomed and individual growth is encouraged. Finally, the church maintains a strong commitment to volunteerism and shared responsibility while balancing a sense of fun and determination, making it a nurturing yet challenging place for congregants and staff.

### Mission, Vision, and Values

- Mission: Real and compelling community that pursues, proclaims, and demonstrates Christ
- Vision: Faith found, faith deepened, and faith lived, for God's glory and our neighbors' good
- Values: Centrality of Scripture / Empowered Mosaic of Co-Creators / Gracious Hospitality / Gospel Generosity

### Position Overview

Working collaboratively with Catalyst Church leadership and staff, the Associate Pastor will be pivotal in developing and overseeing church programming, spearheading community engagement and evangelism initiatives, supporting the Sunday morning experience, and providing critical support to the Lead Pastor. This role is essential in managing and executing church programs that align with Catalyst's vision for a dynamic and diverse community, which includes Catalyst Church's surrounding area and existing or potential Catalyst church plants. This full-time role presents a unique opportunity for someone passionate about leadership, ministry, systems, and operations.

### Primary Responsibilities

- **Process and Systems Management:**
  - Optimize internal processes, develop and maintain systems to ensure efficient operation of church activities.
  - Implement management best practices to enhance organizational effectiveness and complement the lead pastor's visionary leadership activities.
  - Understand church governance (e.g., bylaws) and maintain systems and accountability.

- **Support and Development of Discipleship:**
  - Develop and execute an enhanced vision of discipleship within the church, including adult programs.
  - Oversee youth ministry staff and volunteers, in collaboration with Catalyst White Bear Leadership.
  - Oversee the development and growth of the home group ministry, ensuring it fosters spiritual growth and community connection.

## Other Responsibilities May Include

- **Community Engagement and Evangelism:**
  - Drive outreach initiatives to deepen Catalyst's impact within the community, focusing on inclusivity and relational evangelism.
  - Develop and implement strategies to engage diverse groups within and beyond the church community.
- **Program Development and Leadership:**
  - Lead and expand church programming outside of the Sunday service, including programming and hospitality that enhances attendee connection and personal growth.
  - Supervise and/or support church staff.
- **Pastoral Care and Teaching:**
  - Participate actively in preaching and teaching (e.g., preaching once per month), contributing to the spiritual education and growth of the congregation.
  - Provide pastoral care and counseling to meet the diverse needs of the congregation.

## Required Qualifications

- Credentialed by the Evangelical Covenant Church, or will commit to transferring an existing, non-ECC credential or pursuing credentialing through the ECC.
- Adherence to traditional orthodoxy and alignment with the affirmations of the Northwest Conference and the Evangelical Covenant Church.
- Advanced theological training, preferably a Masters degree, or a commitment to pursuing theological education.
- Strong organizational skills, with the ability to oversee multiple church programming and operations areas.

## Desirable Candidate Attributes

- An authentic and engaging leadership style that can inspire and mobilize the congregation and church staff.
- Proven leadership in ministry with solid capabilities in program management, execution, and management of people and resources.
- Effective communicator, including the ability to preach and teach.
- Experience in developing and leading community engagement and evangelism efforts.
- Intercultural competence and the ability to work effectively with people of all age groups.
- A heart for discipleship and evangelism, with a passion for community outreach and service.

*For all inquiries, questions, or requests for the application process for our Associate Pastor position, email us at: [searchteam@catalystmn.org](mailto:searchteam@catalystmn.org).*