

Job Description: Associate Pastor

Position: Full-Time Associate Pastor

Focus Areas: Youth Ministry (approx. 50% of time) & Adult Discipleship

Location: International, Interdenominational Church in Shanghai, China

Congregation Size: 300+ members from 30+ countries

Overview

The Associate Pastor will play a key role in supporting the spiritual growth and discipleship of the church community. This individual will focus on engaging with youth (middle and high school students) and adults through dynamic and impactful ministry efforts. The ideal candidate is a relational, culturally aware leader with a passion for shepherding a diverse congregation. Musical abilities are a valuable asset to enhance worship and ministry programs.

Key Responsibilities

Youth Ministry (Middle & High School):

- Plan, organize, and lead regular youth gatherings, Bible studies, and events to nurture spiritual growth.
- Build meaningful relationships with youth, encouraging them in their faith journey.
- Collaborate with parents and volunteers to create a supportive environment for youth.
- Mentor and equip youth leaders to foster a sense of ownership in the ministry.
- Organize outreach activities and service projects to encourage mission-mindedness among youth.

Adult Discipleship:

- Develop and oversee small group ministries for families, men, women and university students fostering spiritual growth and community.
- Teach and lead Bible studies, workshops, or seminars to deepen biblical understanding.
- Provide spiritual guidance and counseling for church members as needed.
- Work with church leadership to identify and nurture potential leaders within the congregation.

General Pastoral Responsibilities:

- Preach or assist in leading Sunday services as needed, ensuring biblically sound and culturally relevant messages.
- Support the Senior Pastor in implementing the church's vision, mission and values.
- Participate in pastoral care, including hospital visits, weddings, funerals, and prayer ministry.
- Collaborate with church staff to plan and execute church-wide events and initiatives.
- Uphold a commitment to cultural sensitivity and unity within the international congregation.

Musical Contribution (Optional, but Preferred):

- Assist in worship planning and lead music during services or special events as needed.
- Collaborate with the worship team to enhance the musical quality and variety of musical worship.

Qualifications

- A committed Christian with a vibrant personal faith and a passion for discipleship.
- Minimum of Bachelor's degree in theology, ministry, or a related field (Master's degree preferred).
- Minimum two years of intercultural ministry experience in urban settings. Interdenominational ministry experience is an added advantage.
- Proven experience in youth ministry and adult discipleship in a church or similar setting.
- Holding valid passport issued from a country other than mainland China.
- Ability to relate to and engage with people from diverse cultural and denominational backgrounds.
- Strong organizational, leadership, and communication skills.
- Musical proficiency (vocals or instruments) is a plus.
- Willingness to adapt to the cultural context and challenges of living in a cosmopolitan city in China.

Compensation & Benefits

- Salary commensurate with experience.
- Relocation allowance
- Opportunities for professional development and continuing education.
- Supportive church leadership and community in a vibrant international setting.

Application Process

Interested candidates are invited to submit the following:

- A resume detailing relevant experience and qualifications.
- A cover letter explaining your vision for youth ministry and adult discipleship.
- (Optional) A video or recording (web link) showcasing musical talents or/and preaching at a church/Christian event.
- Shortlisted candidates will receive a detailed application form along with church charter.

Send applications to: pastor@agifshanghai.com

Application Deadline: April 30, 2025

This position offers a unique opportunity to impact lives in a global community, fostering spiritual growth across generations. If you feel called to this ministry, we encourage you to apply!