



## Ministry Description

Associate Pastor of Assimilation, Discipleship & Outreach

**Focus/Purpose of this Ministry:** This associate pastor leads the efforts of Hope Missionary Church in helping newcomers transition to becoming serving members, leads the adult discipleship ministries, and encourages awareness of and participation in outreach efforts on local and international levels.

### Qualifications:

1. This associate pastor must meet the biblical qualifications for leadership.
2. This associate pastor must hold an undergraduate degree.
3. This associate pastor must subscribe to the Faith Statements of Hope Missionary Church.
4. This associate pastor must be (or become) a member of Hope Missionary Church.
5. This associate pastor must hold (or pursue) appropriate ministry credentials through the Missionary Church, Inc.

### Gifts or Talents:

1. Spiritual intensity for God– expressed in prayer, Bible study, a life of devotion, and Christ-centeredness in life, ministry, and family
2. A heart for ministry in the church– a desire to put a high priority on the ministries and activities of Hope Church, even at times over personal preferences
3. A heart for lost people– and their development into fully devoted followers of Christ
4. A team spirit– a flexible and cooperative attitude that allows for submission to leadership, change in personal practice (if required) and demonstration of support for the vision and purpose of Hope Missionary Church
5. Leadership development– a focus on investment in and encouragement of current leaders with an eye toward identifying the next generation of leaders
6. A passion for excellence– a heartfelt commitment to providing high quality in all ministry and programs of Hope Missionary Church
7. A servant's heart

## Ministry Responsibilities:

1. Assimilation
  - a. Develop and execute a strategy through which new faces are integrated into the life and ministry of Hope Missionary Church.
  - b. Provide support and training, alongside the Deacon of Assimilation, for ushers, greeters and Welcome Center attendants.
  - c. Develop a structure through which guests are contacted by staff and lay volunteers following a visit to Hope Church (phone calls, visits, appointments, cards, emails, etc.).
2. Discipling/Education
  - a. Lead the discipleship ministries for adults at Hope Church including, but not limited to, Sunday morning classes, small groups, and one-on-one discipleship.
  - b. Recruit and train disciplers for ministry in all facets of the adult education ministry.
  - c. Coordinate the overall discipling efforts of Hope Church from birth through maturity by working alongside the children's and youth staff to ensure that common discipleship goals are reached.
3. Outreach/Missions
  - a. Continually challenge the people of Hope Church to be involved in personal evangelism, providing encouragement and guidance to enhance that emphasis of our church.
  - b. Serve as a liaison with the Deacon of Missions to communicate the missions emphasis of Hope Church to the congregation as whole.
    - Local/Domestic:
      - Lead GoDays, providing opportunities for members and attenders to serve in the community on a regular basis.
      - Intentionally cultivate our relationships with our local ministry partners.
    - International:
      - Lead mission teams on a regular basis.
      - Recruit and train lay people to lead mission teams.
  - c. Serve as a connection point for the lay leaders of various outreach-focused ministries with which Hope Church is affiliated (Upward sports, Trail Life, American Heritage Girls, Open Arms, etc.)
4. Assist in the teaching ministry as requested in various ministry settings within the ministries of Hope Church.
5. Share in the preaching ministry as requested by the senior pastor.
6. Participate in the pastoral care ministries of Hope Church.

7. Ensure wise stewardship of the portion of the Hope Church budget designated for ministries under his oversight.
8. Participate in various service opportunities of Hope Church as ability and personal schedule permit.
9. Other tasks as assigned by supervisor.

**Responsible to:** Senior Pastor, Executive Pastor, Board of Deacons

**Directed by:** Executive Pastor

**Time Requirement:** Full-time, paid position (with remuneration and benefits determined by the church board).

**Meetings:**

1. Weekly staff meeting
2. Monthly board meeting
3. Annual congregational meetings
4. Annual Central Region Conference
5. Bi-annual MCUSA General Conference

**Reporting:**

1. Monthly written report for the church board
2. Annual written report for the congregation
3. Annual report for Central Region



## Biblical Qualifications for Leadership

Because of the important role that pastors and directors play in the life and ministry of Hope Missionary Church, all pastors and directors employed by Hope Church must meet the following qualification as set forth in scripture:

- A. He must be *above reproach* (I Tim 3:2; Titus 2:7) that is, blameless or of good report. There is to be no grounds for accusing him of improper Christian behavior.
- B. If married, he must be *faithful to his wife* (I Tim 3:2, Titus 1:8), that is, not a bigamist. In a culture where men frequently cohabited with more than one woman, Paul needed to make it very clear that an elder in the church was to be a “one-wife-man” – loyal to her and to her alone.
- C. He must be *temperate* (I Tim 3:2, Titus 1:8); that is, self-controlled. He must not be a man who is in bondage to himself and to the desires of the flesh.
- D. He must be *self-controlled* (I Tim 3:2; Titus 1:8); that is, sensible, wise and balanced in judgment. He must not be given to quick and superficial decisions based on immature thinking.
- E. He must be *respectable* (I Tim 3:2); that is, he must have an orderly life. He must demonstrate good behavior.
- F. He must be *hospitable* (I Tim 3:2; Titus 1:8); that is, he must be unselfish and willing to share his blessings with others. His home life and personal life must be characterized by “hospitality.”
- G. He must be *able to teach* (I Tim 3:2; Titus 1:9); that is, to communicate the truth of God to others and “to exhort in sound doctrine” in a non-argumentative way. (II Tim 2:24-26)
- H. He must not be *given to drunkenness* (I Tim 3:3; Titus 1:7)
- I. He must not be *violent, but gentle* (I Tim 3:3; Titus 1:7); that is, he must not be a “striker” or a person given to physical violence, but one who is characterized by forbearance and tenderness.
- J. He must not be *quarrelsome* (I Tim 3:3); that is, not given to quarreling and selfish argumentation.
- K. He must not be *a lover of money* (I Tim 3:3; Titus 1:7; I Peter 5:2); that is, not “greedy of filthy lucre,” or “fond of sordid gain,” or “stingy” with his material blessings.
- L. He must *manage his own family well, and see that his children obey him* (I Tim 3:4; Titus 1:6). Paul adds, “But if a man does not know how to manage his own household, how will he take care of the church of God?” (I Tim 3:5)

- M. He must not be a *recent convert* (I Tim 3:6); that is, one who is a new Christian and a babe in Christ. He must be a mature believer and obviously one who has been a Christian for a period of time- at least long enough to demonstrate the reality of his conversion and the depths of his spirituality.
- N. He must have a *good reputation with outsiders* (I Tim 3:7); that is, unbelievers must respect his character and integrity.
- O. He must not be *overbearing* (Titus 1:7); that is, stubborn and one who tries to have his own way. He must not be an intensive person, forcing his own ideas and opinions on people.
- P. He must not be *quick-tempered* (Titus 1:8); that is, one who gets angry quickly and "flies off the handle". He must be in control of his own spirit.
- Q. He must *love what is good* (Titus 1:8); that is, he must not follow after and desire those things which are evil and sinful. He must be the kind of person who desires to do the will of God in everything. (I Peter 5:2)
- R. He must be *upright*. (Titus 1:8); that is, he must be fair and impartial. He must be one who can make objective judgments based on principle.
- S. He must be *holy* (Titus 1:8); that is, separated from sin.
- T. He must *hold firmly to the trustworthy message* (Titus 1:9); that is, he must be stable in his faith and obey the Word of God in all respects. He must not be hypocritical, teaching one thing and living another.
- U. He must not be a member of a secret oath-bound society (II Corinthians 6:14).

### Faith Statements of Hope Missionary Church

- We believe that the Bible is the inspired Word of God and is infallible and authoritative in the original writings.
- We believe in one God, eternally existent in three persons: Father, Son, and Holy Spirit.
- We believe in the deity of our Lord Jesus Christ, in His Virgin birth, in His sinless life, in His miracles, in His substitutionary death and atonement through His shed blood, in His bodily resurrection, in His ascension to the right hand of the Father, and His personal return in power and glory.
- We believe that for the salvation of lost and sinful man, faith in the Lord Jesus Christ and regeneration by the Holy Spirit are essential.
- We believe in the present ministry of the Holy Spirit, by whose indwelling the Christian is enabled to live a godly life.
- We believe in the spiritual unity of the Church, which is the Body of Christ, composed of all who are regenerated through faith in the Lord Jesus Christ.



## About Hope Church...

Obviously the entire life and ministry of Hope Church can't be summed up on a single sheet of paper. But here are a few bullet points to give you an idea of who we are...

- Hope Missionary Church is a congregation of vibrant believers who firmly embrace their task of KNOW, GROW and GO.
- The church was birthed in the fall of 1966, and is now situated on 26.5 acres of land in Bluffton, Indiana.
- The staff team is a tight-knit group of folks who are ably led by Rev. Gary Aupperle who has been at Hope Church for the last seventeen years. It doesn't take someone long to realize that this team of people enjoys serving together... and just being friends together!
- The Board of Deacons works closely with the staff team to make sure that excellence in ministry is evident throughout all aspect of the ministry of the church.
- Hope Church has been blessed with a large and well-maintained facility in which to carry out its ministry.
- When it comes to finances, Hope has been blessed over and over. The people who make up Hope Church are obedient givers, and God continues to show His faithfulness to bless their obedience. Hope is financially stable and carries no debt.
- At this point in time, Hope Church holds six worship services on each Sunday morning: three services meet in the main sanctuary, two meet in the Family Life Center, and one meets a few miles away at our North Campus.
- Much more information about Hope Church can be found by visiting our website at...

[www.hope4thefamily.com](http://www.hope4thefamily.com)