

Position Title:	Associate Pastor
Organisational Relationship:	Responsible to the Aldgate Campus Pastor / Attend Aldgate AM Campus.
Commencement Date:	Negotiable – tentatively February 2026
Tenure:	0.6 FTE
Annual Leave:	5 Weeks
Big Picture:	Provide pastoral support to HBC – Aldgate Morning

PERSONAL QUALITIES AND BEHAVIOURS

The Associate Pastor at Hills Baptist Church (HBC) is expected to uphold and demonstrate personal qualities and behaviours which are consistent with the church's Leadership Covenant and its Statement of Belief. These include:

- A personal faith and commitment to Christ, which is reflected in daily living.
- Being reliable, trustworthy, adaptable, visionary, strategic, inspiring, teachable and possess the ability to work as an effective team member
- Excellent interpersonal and communication skills
- Be willing to work towards Baptist Accreditation

RESPONSIBILITIES

Our mission as a church is "to make disciples by establishing Christ-Centred communities that are growing in God, loving people and boldly sharing the gospel." The primary duty of the Associate Pastor is to make disciples through the power of the Holy Spirit, in accordance with the great commission of Matthew 28. Elements of disciple making include:

1. **Pastoral Care**
 - a. Co-ordinating the Pastoral Care team in supporting Pastoral Care at Aldgate
 - b. Be involved in Pastoral Care for members of the church and community, mostly focused on women.
 - c. Work with Campus Pastor, Elders and Children and Families coordinator to facilitate culture of holistic care across our church community
2. **Preaching / Teaching**
 - a. Supporting the Aldgate Campus pastor by preaching and teaching regularly
 - b. Where necessary support the development of bible study materials
 - c. Supporting the HBC Pastoral Leadership team in planning preaching and teaching series
 - d. Communicate Gospel truths in vibrant engaging ways
3. **Planning / Leadership**
 - a. Support the Campus pastor in helping them create a culture within the campus that aligns with our church values and Leadership Covenant

- b. Support discipleship and/or outreach ministries across HBC Aldgate (e.g. Alpha, Marriage Course, Home Groups, Carols), and raise up volunteer leaders to support these ministries
- c. Be accountable to the Aldgate Campus Pastor and maintain regular contact with them
- d. Attend and actively participate in the following meetings:
 - Whole staff Meeting (monthly)
 - Worship, Word and Prayer (weekly)
 - Campus staff meeting (weekly)
 - Other leadership meetings
- e. Work with staff team to support whole church events

BEING ON CALL

There are times when it is necessary for the Associate Pastor to be available out of hours for church business. These will include:-

- On matters of urgency as directed by the Aldgate Campus Pastor.
- In the event of emergencies relating to the pastoral issues or crisis.
- The need to complete responsibilities/duties by certain deadlines.