



**New Castle Bible Church (NCBC) is seeking to hire a gifted spiritual shepherd with high organizational competency in leadership, preaching, equipping, and biblical counseling.**

### Experience & Education (strongly preferred)

- Masters of Divinity
- Certified with Association of Certified Biblical Counselors
- 3-5 years of pastoral experience in similarly sized church (or larger)

### Job Responsibilities and Duties

#### *Lead*

- Supervise 2 part-time staff: “Director of Biblical Counseling” and “Care & Discipleship Admin”
- Supervise all pastoral interns actively serving in care or discipleship ministries
- Develop and cultivate a culture of biblical community and equipping within membership
- Serve to further the elders’ vision for God’s glory within NCBC and our extended communities
- Provide loving and prayerful oversight on behalf of the elders to the following ministries:
  - Prayer
  - Hospital & Shut-In Visitation
  - Membership & MIA Care
  - Benevolence
  - Biblical Counseling
  - Adult Discipleship Electives
  - Life Groups (20+ currently)
  - Men’s Ministries
  - Women’s Ministries
  - Church Library
  - Church Resource Center
  - RightNow Media

#### *Teach*

- Regularly preach God’s Word in Sunday morning worship in rotation with other pastors
- Regularly teach God’s Word in large and small groups
- Model humble dependence through passionate prayer
- Train and equip ministry leaders and members in disciple-making and counseling skills
- Officiate weddings, funerals, communion, baptisms, or special services upon request

#### *Counsel*

- Eagerly witness to the lost with a spirit of generous hospitality
- Compassionately counsel church members in distress
- Humbly correct those who believe or teach false doctrine
- Gently reconcile personal or member conflicts with grace and maturity

The Associate Pastor of Care & Discipleship may additionally perform other general pastoral duties as determined by the Senior Pastor or NCBC elders.

### Job Skills and Requirements

- Clear testimony of faith in Jesus Christ
- Humbly devoted to prayer and the public and private ministry of God’s Word
- Maintain character qualities of biblical eldership
- Gifted to lead, teach, preach, and counsel
- Solid calling to serve as a supporting pastor on a growing pastoral staff
- Proven ability for multiplying disciples who know and enjoy Jesus
- Exceptional time manager able to bring a high level of consistent quality to multiple ministries
- Able to train and equip biblical counselors
- Appetite for continued learning regarding discipleship and biblical counseling

### Working Relationships

- Reports to Senior Pastor for daily ministry operations and spiritual guidance
- Serves alongside other elders, staff, and volunteers in assigned Leadership Teams