



REFORMATION COVENANT CHURCH

*Loving the Triune God, Loving our Neighbors,
Transforming the Fallen World*

Reformation Covenant Church, in Oregon City, OR, is seeking to add an additional pastor to serve alongside our current pastors. RCC is Trinitarian, Reformed, and Evangelical and is a member of the Communion of Reformed Evangelical Churches (CREC).

RCC is a rapidly growing, multi-generational church of about 300-350. We are in the process of commissioning our associate pastor to plant a daughter church, so we are needing to add another qualified man to our pastoral staff.

This year, RCC will celebrate her 40th anniversary, and while we have a long history of faithfulness, we also have many families new to the faith. As such, discipleship and pastoral counseling are our greatest areas of need.

Our current staff consists of our head pastor, an associate pastor, an assistant pastor, two church admins, and a part-time Christian education coordinator.

Duties for this position will be shared based on the gifts of the pastors and the needs of the church but will build upon the job description outlined below.

We encourage interested nominees to visit <https://www.reformationcovenant.org/> where they will find useful information about our [doctrine and practice](#).

Applicants should send a cover letter, summary of relevant experience, link to sample sermons (if available) online, and at least three reference contacts to elders@reformationcovenant.org.



RCC

ASSOCIATE PASTOR of COUNSELING Job Description

1. Position Summary

As a member of the session, the Associate Pastor of Counseling will help lead, develop, and oversee the counseling ministry of RCC, which would include personal and consistent pastoral counseling; helping develop and oversee an effective Lay Counseling ministry; and ideally, helping develop and oversee a counseling center to serve the Kingdom of Christ in the South Portland area.

2. Position Requirements

- Education - Master of Divinity degree (or equivalent experience) preferred; ordained or ordain-able in the CREC; experience in the practice of Biblical Counseling; certified or willing to be certified with ACBC; and experience in leading people and operations
- Counseling - Proven faithfulness and effectiveness in Biblical Counseling – which would include individual counseling, pre-marriage and marriage counseling, and group counseling; thoroughly committed to biblical counseling as his methodology
- Lay Counseling - Able to recruit, equip and facilitate lay counselors
- Leading/Teaching - The organizational and management skills to lead a Counseling Ministry; effective in leadership, administration, and teaching; relational, approachable, and connects well with people
- Basic Administrative and Management skills - Set goals and priorities, handle expenses and budgets, and direct volunteers

3. Major Responsibilities

- Pastoral Counseling - Will maintain 10-15 counseling sessions each week with a load of around 20 cases at a time; priority is given to the members of RCC but may include others, depending on need; will serve as the RCC Associate Pastor of Counseling
- Lay Counseling – Recruit, train, and mobilize Lay Counselors for the Counseling Ministry; teach a Lay Counseling course (as needed); mentor and train Lay Counselors and Community Group leaders; meet with the team of certified lay counselors and Community Group leaders on a regular basis for encouragement and training
- Counseling Ministry – Along with the session of RCC, set the vision and direction of the Counseling Ministry; recruit & facilitate volunteers; stay connected to accreditation organizations and represent our counseling ministry with these organizations, as needed; potentially help start a residential biblical counseling program/house
- Church Responsibilities – Actively engaged in Church Worship Services and Church-wide gatherings, serve on the Staff, attend Session Meetings, provide training (preventative counseling) as requested for other RCC ministries and staff, teach Sunday School (as requested), and faithfully fulfill any other assignments



4. General Pastoral

- He participates in the session's pastoral visitation ministry.
- He encourages a gospel-centered approach to every area of life in his family and his interactions with others.
- He meets regularly with officers, staff, and members of the church for shepherding, discipleship, and fellowship.
- He pursues professional development regularly.

5. Other Possible Duties

- He shall participate in personal counseling as needed and as determined by the session.
- He may be included in the rotation for preaching, teaching, and administering the sacraments, depending on the applicant and/or the needs of the church.
- The ideal candidate should be willing to serve and/or teach at the Reformed Evangelical Seminary, should the need arise.

6. Staff and Session Relationships

- He should meet the biblical requirements for an elder/overseer as laid out in Titus, 1 Tim 3, and 1 Peter 5.
- He promotes a team-based ministry model that is session led and lay person implemented.
- He collaborates with the session and deacons to prioritize resources toward RCC's mission and vision, particularly as it pertains to the counseling ministry.
- He participates in the vision planning process with the officers.

7. Reporting

- He reports directly to the session.
- He will have an annual job review by the Session.
- He will take a mandatory annual vacation.