



CHRIST THE KING

LOVING CHRIST, LIVING THE SCRIPTURES

Assistant Pastor Job Requirements and Profile Christ the King Church, Durham, NC

SECTION 1: ABOUT US

Christ the King Church (CTK) is a growing, diverse community of adults, youth, and children with a clear and joyful purpose - fulfilling Christ's vision for His people. We are people loving Christ, living out the Scriptures, discovering and using our spiritual gifts, and making disciples--living this out through Christ-centered relationships with each other as a church family, Christ-centered ministry to the Body of Christ, and Christ-centered ministry to the world, to which we are called to be the light of Christ.

We are committed to Scripture and spiritual formation through prayer and Bible study. This enables us to be a place where people can “meet” God in an authentic way—coming to Him just as they are, and yielding to Him so that their lives can be transformed. As a Spirit-led church family, we desire to be a place where everybody is involved.

CTK is located in the Research Triangle area, which is comprised of Durham, Raleigh, and Chapel Hill. This rapidly growing area is home to multiple major universities (Duke, UNC, NC State, and NC Central) and industries in technology and healthcare. CTK began meeting in our suburban location in southwest Durham in 1989. Our congregation is racially and culturally diverse, reflecting the diversity in the triangle area. We skew toward a professional, middle-income base, again reflecting our location. We are committed to be a welcoming environment to everyone for the sake of the gospel. Our worship is characterized by orthodox scriptural teaching, a blend of contemporary and traditional music, and corporate prayer. Our current average attendance for worship is around 140-150, made up of people of all ages, with a median age of adults in the 40s.

CTK is an independent church and is considering the possibility of affiliating with an evangelical Protestant denomination.

PURPOSE STATEMENT of Christ the King Church

CTK exists to glorify our Savior Jesus Christ, the Lord and Head of the Church, in every aspect of life and ministry. We affirm the authority and divine inspiration of the Word of God. We honor and serve the Lord through:

- Celebration and adoration in worship
- Authentic Christian community
- Biblical discipleship as we build each other up towards maturity
- Mission and Evangelism to lead all people to Jesus Christ



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CTK ESSENTIALS OF FAITH

All Scripture is self-attesting and being Truth, requires our unreserved submission in all areas of life. The infallible Word of God, the 66 books of the Old and New Testaments, is a complete and unified witness to God's redemptive acts culminating in the incarnation of the Living Word, the Lord Jesus Christ. The Bible, uniquely and fully inspired by the Holy Spirit, is the supreme and final authority on all matters on which it speaks. On this sure foundation we affirm these Essentials.

1. We believe in one God, the sovereign Creator and Sustainer of all things, infinitely perfect and eternally existing in three Persons: Father, Son, and Holy Spirit. To Him be all honor, glory and praise forever.
2. Jesus Christ, the living Word, became flesh through His miraculous conception by the Holy Spirit and His virgin birth. He who is true God became true man united in one Person forever. He died on the cross as a sacrifice for our sins according to the Scriptures. On the third day He arose bodily from the dead, ascended into heaven, where, at the right hand of the Majesty on High, He now is our High Priest and Mediator.
3. The Holy Spirit has come to glorify Christ and to apply the saving work of Christ to our hearts. He convicts us of sin and draws us to the Savior. Indwelling our hearts, He gives new life to us, empowers and imparts gifts to us for service. He instructs and guides us into all truth, and seals us for the day of redemption.
4. Being estranged from God and condemned by our sinfulness, our salvation is wholly dependent upon the work of God's free grace. God credits His righteousness to those who put their faith in Christ alone for their salvation, thereby justifies them in His sight. Only such as are born of the Holy Spirit and receive Jesus Christ become children of God and heirs of eternal life.
5. The true Church is composed of all persons who through saving faith in Jesus Christ and the sanctifying work of the Holy Spirit are united together in the body of Christ. The Church finds her visible, yet imperfect, expression in local congregations where the Word of God is preached in its purity and the sacraments are administered in their integrity; where scriptural discipline is practiced, and where loving fellowship is maintained. For her perfecting, she awaits the return of her Lord.
6. Jesus Christ will come again to the earth—personally, visibly, and bodily—to judge the living and the dead, and to consummate history and the eternal plan of God. “Even so, come, Lord Jesus” ([Revelation 22:20](#)).
7. The Lord Jesus Christ commands all believers to proclaim the Gospel throughout the world and to make disciples of all nations. Obedience to the Great Commission requires total commitment to “Him who loved us and gave Himself for us.” He calls us to a life of self-denying love and service. “For we are His workmanship, created in Christ Jesus for good works, which God prepared beforehand that we should walk in them” ([Ephesians 2:10](#)).



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CTK CORE VALUES (Our Church DNA)

CTK is committed to the centrality of Jesus Christ, the Living Head of the Church, and the truth that salvation comes through Him alone. The authority for our ministry comes from the Word of God, which we believe is infallible and divinely inspired. We submit ourselves to the authority of the Bible and commit ourselves to living by Biblical principles. We understand our calling in the context of the following core values, or ministry distinctives, which define the nature of our ministry. These values reflect who we are and what we are committed to (in no particular order).

- **"In Essentials, Unity; in Non-Essentials, Liberty; in All Things - Love":** Our motto reminds us to defend and teach the gospel, which unites us in Christ. We seek to always speak the truth in love, and to give grace to others when we disagree. In our ministries we are called to be faithful and loving, allowing the Lord to determine the level of fruitfulness we are to enjoy.

Ephesians 4:13, 15-16, "...until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ... Instead, speaking the truth in love, we will in all things grow up into him who is the Head, that is, Christ. From him the whole body, joined and held together by every supporting ligament, grows and builds itself up in love, as each part does its work."

- **Foundation of Prayer:** All that we do must have the thorough foundation of our individual and corporate prayer support, as we anticipate the power and presence of the Holy Spirit in our ministry.

Ephesians 6:18 "And pray in the Spirit on all occasions with all kinds of prayers and requests. With this in mind, be alert and always keep on praying for all the saints."

- **Local and Global Missions:** The conviction that Jesus Christ is the only way of salvation leads us to pursue a variety of means of proclaiming the Gospel, by sending our members and also partnering with other Christians to take the message to all those who need to hear, both in the local community and to the ends of the earth.

Acts 1:8, "But you will receive power when the Holy Spirit comes on you; and you will be my witnesses in Jerusalem, and in all Judea and Samaria, and to the ends of the earth."

Acts 4:12, "Salvation is found in no one else, for there is no other name under heaven given to men by which we must be saved."

- **An Environment of Grace:** Under the sovereignty of God, we understand that any good that happens in our ministry is the result of His grace towards us. Consequently, our ministry together must be characterized by that same grace in our response to one another, especially in light of the wonderful diversity we share as the Body of Christ.



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Galatians 3:26-28, "For you are all children of God through faith in Christ Jesus. And all who have been united with Christ in baptism have put on Christ, like putting on new clothes. There is no longer Jew or Gentile, slave or free, male and female. For you are all one in Christ Jesus."

- **Christian Education and Youth Ministry:** Our commitment in Christian discipleship is to seek to bring every member to spiritual maturity in Jesus Christ - all children, youth and adults. This includes an emphasis on the spiritual growth of our youth.

Hebrews 5:13-14, "Anyone who lives on milk, being still an infant, is not acquainted with the teaching about righteousness. But solid food is for the mature, who by constant use have trained themselves to distinguish good from evil."

- **Effective Ministry:** Our challenge is to provide a balance of both: 1) gathering all members together to be equipped for ministry, and then 2) doing the ministry for which every member has been commissioned by Christ.

James 1:22-25, "Do not merely listen to the word, and so deceive yourselves. Do what it says. Anyone who listens to the word but does not do what it says is like a man who looks at his face in a mirror and, after looking at himself, goes away and immediately forgets what he looks like. But the man who looks intently into the perfect law that gives freedom, and continues to do this, not forgetting what he has heard, but doing it-he will be blessed in what he does."

- **The Discipleship, Intimacy, and Accountability of Small Groups:** Spiritual growth, mutual care, and integrity in the lives and ministries of our members require that we provide a context for loving relationships. We give high priority to the development of small groups where this can take place.

Acts 2:42-47, "They devoted themselves to the apostles' teaching and to the fellowship, to the breaking of bread and to prayer. Everyone was filled with awe, and many wonders and miraculous signs were done by the apostles. All the believers were together and had everything in common. Selling their possessions and goods, they gave to anyone as he had need. Every day they continued to meet together in the temple courts. They broke bread in their homes and ate together with glad and sincere hearts, praising God and enjoying the favor of all the people. And the Lord added to their number daily those who were being saved."

- **The Importance of the Home and Family:** Recognizing that one of the battlefields of our faith in Christ is right within the home, we are committed to strengthening the spiritual lives of families and singles as they seek to become beacons of light for Christ within our community.

Joshua 24:14-15, "Now fear the LORD and serve him with all faithfulness. Throw away the gods your forefathers worshiped beyond the River and in



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Egypt, and serve the LORD. But if serving the LORD seems undesirable to you, then choose for yourselves this day whom you will serve, whether the gods your forefathers served beyond the River, or the gods of the Amorites, in whose land you are living. But as for me and my household, we will serve the LORD."

- **Caring Generosity and Humble, Loving Servanthood:** Our church family is built upon the assumption that we treat each other with loving care and generosity. We undertake ministry with a humble heart, grateful for the privilege of serving Christ and His Body.

Philippians 2:1-4, "If you have any encouragement from being united with Christ, if any comfort from his love, if any fellowship with the Spirit, if any tenderness and compassion, then make my joy complete by being like-minded, having the same love, being one in spirit and purpose. Do nothing out of selfish ambition or vain conceit, but in humility consider others better than yourselves. Each of you should look not only to your own interests, but also to the interests of others."

- **Diversity in Worship:** Our worship includes a variety of music with a great appreciation of our Christian history and traditions. Our celebration of the sacraments is an example of our unity in Christ.

Colossians 3:15-17, "Let the peace of Christ rule in your hearts, since as members of one body you were called to peace. And be thankful. Let the word of Christ dwell in you richly as you teach and admonish one another with all wisdom, and as you sing psalms, hymns and spiritual songs with gratitude in your hearts to God. And whatever you do, whether in word or deed, do it all in the name of the Lord Jesus, giving thanks to God the Father through him."

SECTION 2: ABOUT THE ASSISTANT PASTOR ROLE

PURPOSE OF THE ROLE

Our Assistant Pastor will join our Senior Pastor and our Director of Children Ministry to form a team to serve the adults and families of the church in a variety of ways. Specific responsibilities will depend on that person's unique gifts and skills, but in addition to teaching, counseling, and discipling, this role will have a distinct component of overseeing the outreach ministries of our community.

This is a critical role in the life of our growing church and it will require a personable, motivated and organized individual to help continue to grow the church both in size and depth. The ideal candidate should be highly competent, proactive, creative and excellent with people. They also need to be excited by the vision and mission of CTK,



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about serving in a growing and dynamic ministry environment, and about outreach ministries to our community.

SUMMARY OF RESPONSIBILITIES

- Leadership of the Middle School and High School Youth ministry program at CTK which includes but is not limited to:
 - Engage in evangelism and discipleship of youth
 - Coordinate and lead weekly youth education including youth curriculum plan for a balanced comprehensive Christian education to Youth/Students
 - Coordinate and implement an annual youth ministry budget proposal, and administer that budget as approved by the Finance Committee and Board of Elders
 - Coordinate the enlisting, discipling, training and motivating of adults to serve in youth ministry
 - Coordinate and lead events, activities, mission trips, and camps outside of weekly meetings
 - Network with other evangelical youth leaders in the community to support youth in starting and strengthening school campus ministries
- Lead and teach regularly, including Sunday mornings, mid-week meetings and additional courses
- Take a lead role in connecting newcomers into the life and ministry of the church
- Participate in pastoral care, counseling, weddings, baptisms, funerals, crisis response, home and hospital visitation
- Cast and implement a vision for sustainable and impactful outreach into our community and world
- Oversee and lead specific outreach activities including community events, mission trips and collaborations with other churches in our community
- Participate with the Senior Pastor in staff management, training and vision casting
- Assist Senior Pastor as needed with sermon series planning and sermon preparation, service planning and design, periodic speaking, coordination of outside speakers, management of sermon development resources, marketing and advertising, and missions leadership and coordination
- Lead and participate in Sunday worship; expect to preach about once per month



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QUALIFICATIONS

- At least 5 years of experience with demonstrated leadership on staff as a pastor, including practical experience leading youth programs (middle and high school age)
- Theological training required; graduate degree preferred; Ordained, or in the process as a candidate for ordination, or willing to pursue candidacy for ordination

REQUIREMENTS

- Must understand, support, and protect CTK's mission, values, and culture; i.e., commitment to small groups and missions; acceptance of both contemporary and traditional worship styles and music
- Must have an encouraging, positive attitude, excellent oral and written communication skills, solid organizational skills, and be a “go-to” leader; i.e.; the heart of a pastor with strong relational skills; creativity; an ability to motivate others, and counsel/provide guidance to congregants and staff
- A strong interest and background in working with youth (middle and high school age), as this will be one of the primary job responsibilities

SECTION 3: CTK TEAM MINISTRY APPROACH

The staff at CTK Church consists of a Senior Pastor, Assistant Pastor, Director of Children’s Ministry and Office Manager. They are accountable to the CTK Church Board of Directors. The Senior Pastor has the authority from the Board of Directors to supervise the staff. There is also a Board Member who serves as a human resource advocate for all staff members.

While the Senior Pastor supervises the Assistant Pastor, the operational style of the ordained staff is more accurately described as collegial rather than hierarchical. Major staff decisions are normally made through consultation and consensus, and with the guidance of the Board of Directors.

At CTK, some areas of pastoral ministry are shared by both pastors, such as hospital visitation, crisis response, worship leadership and general pastoral care. Both pastors preach, but in different proportions. The Assistant pastor preaches about once/month. Both pastors participate in baptisms, weddings and funerals, as requested by the members of CTK.

Each pastor is responsible for other ministries and program areas. For example, the job description for the Assistant Pastor includes overseeing the youth ministry. Some of the specific areas of ministry responsibilities for both pastors are determined by



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congregational needs, by leadership direction and visioning, and by the interests, gifts and abilities of the pastor.

The Assistant Pastor will lead and train the volunteer staff team who work with the youth. The Assistant Pastor will serve on the Board of Elders. Apart from these two leadership teams, the Assistant Pastor is not required to serve on a committee or ministry team. The Assistant Pastor will be encouraged to participate in one of the CTK small groups for personal spiritual growth and fellowship but does not have to lead the group.