



Associate Pastor Job Description

Reports to: Pastor/Head of Staff

Status: Full-time, exempt

Position Summary

The Covenant Associate Pastor will join a vibrant, theologically grounded, and mission-focused congregation committed to worship, spiritual depth, community engagement, and belonging across cultures and generations.

This Associate Pastor will expand Covenant's leadership capacity by strengthening young adult ministry, deepening spiritual formation across the congregation, fostering relational belonging, and helping integrate diverse communities within the life of the church. Working collaboratively with the Pastor/Head of Staff, staff, and lay leaders, the Associate Pastor will help translate Covenant's values into sustainable, relational ministry.

Core Areas of Responsibility

1. Young Adult & Emerging Adult Ministry (Primary Focus)

- Cultivate a welcoming and spiritually vibrant ministry for young adults (college students, graduate students, engaged and newly married couples, early-career professionals).
- Develop relational spaces for connection: small groups, shared meals, discussion gatherings, and mentoring relationships.
- Strengthen bridges between Sunday worship and weekday community.
- Collaborate with university partners and nearby institutions when appropriate.
- Equip young adults for leadership within the congregation.
- Utilize digital communication and social media to support relational ministry and foster ongoing engagement.

2. Spiritual Formation & Small Group Development

- Expand opportunities for spiritual growth across generations:
 - Bible studies
 - Theological discussion groups

- Devotional and prayer gatherings
 - Intergenerational small groups
 - Develop a clear “pathway of belonging” from visitor to engaged participant.
 - Equip lay leaders to facilitate and sustain formation ministries.
 - Support mentorship initiatives for new members.
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3. Congregational Belonging & Integration

- Strengthen relational connections beyond Sunday worship.
 - Help deepen integration between English-speaking and Swahili-speaking congregations through shared events, leadership development, and collaboration.
 - Support hospitality initiatives, newcomer engagement, and systems that make participation accessible and transparent.
 - Attend to inclusion across culture, age, socioeconomic background, and identity.
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4. Shared Pastoral Leadership

- Share in preaching responsibilities.
 - Collaborate with pastor/head of staff in ongoing needs of the church.
 - Lead worship regularly and participate in liturgical planning.
 - Provide pastoral care alongside the Pastor/Head of Staff and Deacons.
 - Support congregational life events (weddings, funerals, baptisms as appropriate).
 - Collaborate with Session and committees to streamline ministry structures, empower lay leadership, and serve as pastoral staff to select working groups.
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Desired Qualifications

- Ordained in the PC(USA) or a Reformed tradition compatible with Presbyterian polity.
 - Strong theological grounding and preaching ability.
 - Demonstrated passion for young adult ministry and relational discipleship.
 - Experience cultivating small groups and spiritual formation environments.
 - Comfort working in culturally diverse settings.
 - Collaborative leadership style and capacity to empower volunteers.
 - Organizational clarity balanced with pastoral warmth.
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Personal & Leadership Characteristics

The congregation seeks an associate pastor who is:

- Relational and approachable
 - Theologically thoughtful and spiritually grounded
 - Energized by building community
 - Skilled at connecting faith with daily life
 - Comfortable navigating complexity and institutional systems
 - Committed to justice, inclusion, and reconciliation
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Reporting & Collaboration

The Associate Pastor will report to the Pastor/Head of Staff and work collaboratively with:

- Church staff
 - Session
 - The Congolese/Swahili-speaking congregation leadership
 - Faith-based and community partnerships
 - Ministry and Committee leaders
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The Opportunity

The Church of the Covenant is a historic, intellectually engaged, and mission-driven congregation located in Cleveland's University Circle. With strong worship life, rich sacred music, and deep community partnerships, Covenant is poised for its next chapter of growth.

This Associate Pastor will help shape that chapter—strengthening belonging, nurturing emerging generations, and helping the congregation embody its calling as a diverse and faithful community in Christ.

Please apply through [Great Lakes Call Finder](#)