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Welcome to Ministry127—a resource for Spiritual Leaders! This website, hosted by Pastor Paul Chappell, features a growing collection of ministry resources that are available 24/7 at no charge. Contributors to Ministry127 are spiritual leaders from around the world who serve God on the front lines of local church ministry. They are fundamental in doctrine, biblical in practice, and Christ-honoring in ministry philosophy.What's in the Name Ministry127?The name is based upon Philippians 1:27 "...striving together for the faith of the gospel." This entire site is designed and developed for the purpose of strengthening the "striving together" spirit of independent Baptist leaders and local churches.Ministry127 offers a variety of resources for Spiritual Leaders. Here you will find:Ministry Leadership ArticlesPosted by category, these articles cover sixteen categories of ministry. They will challenge, sharpen, and equip you for effective ministry with a biblical foundation.Spiritual Leadership PodcastThis is a monthly training lesson, interview, and outline from Pastor Paul Chappell, pastor of the Lancaster Baptist Church and president of West Coast Baptist College in Lancaster, CA. All podcasts may be subscribed to through iTunes. Subscribe through iTunesSermon IllustrationsEach week, new sermon illustrations are posted. Over time, this archive will greatly expand.Sermon OutlinesOn a regular basis, new sermon outlines and sermon series are made available.Sermon ArchiveThe sermon archive is searchable by title, text, and topic and will grow significantly in coming months.Global SearchThe search bar at the top of all pages is one of the most powerful features of Ministry127. It searches the site globally—giving you results for all articles, sermons, slides, videos, illustrations, and contributors. Type in a sermon, a key word, a sermon text, or a topic and you will pull results from every part of the site. For instance, a search for "Easter" would provide you with articles, illustrations, slides, videos, sermon outlines, mp3 files, and more—related to Easter.Additional Resources and ReviewsMinistry127 features book reviews and ongoing announcements of helpful ministry resources.Terms of Use:Ministry127 provides that users can access and reuse the resources found on this site in their own ministries. We welcome the reposting or use of articles on blogs, social networking sites, ministry websites, or for use in local church publications, bulletins, brochures, or newsletters—as long as the author and Ministry127 are cited as the source.For web posting, please provide a link back to Ministry127.com. Users are not permitted to reproduce or distribute the contents of this site for resale or profit. For permission to use a resource outside of your own ministry—such as for a conference, publication, etc., please contact Ministry127.General Content Disclaimer:The content of Ministry127 is provided by the cooperative effort of a large group of independent Baptist pastors, evangelists, church staff members, missionaries, educators, and workers. The doctrinal position of our contributors is consistent with our posted doctrinal statement. We appreciate the unity of our contributors, but also recognize that each of their ministries is different, and therefore, posts may share ideas, thoughts, or resources that are not preferred in other ministry environments. Additionally, when referencing books in reviews, illustrations, or other resources, Ministry127 would not necessarily endorse all of the authors, ministries, or publishing houses mentioned on such posts.Content authors and Ministry127 staff give due diligence to finding and citing accurate sources for quotes and illustrations. When we have been unable to find the origination, the source is cited as "unknown."Comments Policy:Comments and dialogues on Ministry127 are encouraged and welcomed. This site is designed to encourage and equip others in the work of the ministry. This is not a forum for debate, criticism, or the general airing of grievances.Comments should be consistent with the content of the post, encouraging in tone and spirit, and edifying to readers.Negative, critical, debating comments, or those inconsistent with our posted doctrinal statement will be removed immediately.This website is a ministry of Lancaster Baptist Church, West Coast Baptist Church, and Striving Together Publications.Doctrinal Statement:Click here to read our Doctrinal Statement. Updated January 8, 2025An Assistant Pastor is the primary support person for the Senior Pastor. They take important responsibilities within the church, such as overseeing key leaders and leading a ministry. Here are examples of responsibilities from real assistant pastor resumes:Lead the development of a discipleship program that motivate and equip team leaders to lead evangelistic groups both locally and internationally.Implement PowerPoint for worship service.Operate lighting and PowerPoint during Sunday weekly service.Provide vision, direction, and oversight to the youth and outreach programs of the church.Assist with all aspects of services (prayer, communion, baptisms, child-dedications, and teaching) as needed.Assist in the supervision of executing tasks to prosecute the ministry of preaching, teaching and prayer in a congregational setting.Provide oversight to daily operational needs and management of facilities.Lead the development of a discipleship program that motivate and equip team leaders to lead evangelistic groups both locally and internationally.Develop deacons in fulfilling their respective leadership obligations.Automatically apply for jobs with Zippi. Upload your resume to get started.We calculated that 21% of Assistant Pastors are proficient in Community Outreach, Oversight, and Pastoral Care. We break down the percentage of Assistant Pastors that have these skills listed on their resume here:Community Outreach, 21%Trained and worked with volunteers in religious education and community outreach.Oversight, 8%Maintained donations for local food pantry giving oversight of inventory in accordance with Federal regulations of National Food Bank standards.Pastoral Care, 8%Guided Bible studies, preached sermons and did pastoral care (counseling, home-bound visitation, hospital visitation, etc.)Bible Study, 6%Filled in for the Pastor in his absents for Bible Study, Sunday morning services, and other church related functions.Worship Services, 5%Prepared liturgy, organized preachers for Wednesday evening worship services.Youth Ministry, 5%Assist Pastor with Teaching and PreachingYouth Ministry DirectorBus Ministry DirectorHelped with Building and Grounds maintenanceCommon skills that an assistant pastor uses to do their job include "community outreach," "oversight," and "pastoral care." You can find details on the most important assistant pastor responsibilities below.See the full list of assistant pastor skillsThe three companies that hire the most assistant pastors are:First United Church of Christ assistant pastors jobsWe can show you what you'd be great at!The word chaplain is originally referred to as representatives of the Christian faith. In tradition, a chaplain is a cleric or formal leader with an established religion or any non-ordained members of religious institutes. Chaplains now are diverse in terms of faith and often serve various constituencies. Chaplains are professionally trained and certified to provide spiritual guidance in a clinical setting to individuals who has issues with meaning, hope, and transcendence or any specific life circumstances it may be. They offer reflective listening and non-judgmental emotional and inner comfort in various settings, including the military, parishes, hospitals, prisons, universities, and schools.The annual salary of elders is \$13,374 lower than the average salary of assistant pastors.While their salaries may differ, the common ground between assistant pastors and elders are a few of the skills required in each role:car:euro:trades:responsibilities. In both careers, employee duties involve skills like community outreach, pastoral care, and worship services.There are some key differences in the responsibilities of each position. For example, assistant pastor responsibilities require skills like "oversight," "bible study," "youth ministry," and "public speaking." Meanwhile a typical elder has duties in areas such as "vital signs," "blood pressure," "caregiver," and "home maintenance." This difference in skills reveals the differences in what each career does.The education levels that elders earn slightly differ from assistant pastors. In particular, elders are 13.4% less likely to graduate with a Master's Degree than an assistant pastor. Additionally, they're 0.7% less likely to earn a Doctoral Degree.A career as a rabbi brings a lower average salary when compared to the average annual salary of an assistant pastor. In fact, rabbi's salary is \$11,138 lower than the salary of assistant pastors per year.While the salary may differ for these jobs, they share a few skills needed to perform their duties. Based on resume data, both assistant pastors and rabbis have skills such as "community outreach," "pastoral care," and "worship services." Each career also uses different skills, according to real assistant pastor resumes. While assistant pastor responsibilities can utilize skills like "oversight," "bible study," "youth ministry," and "public speaking," rabbis use skills like "life cycle events," "hillul," "adult education classes," and "spiritual support." Rabbis earn a lower average salary than assistant pastors. But rabbis earn the highest pay in the education industry, with an average salary of \$36,824. Additionally, assistant pastors earn the highest salaries in the education with average pay of \$43,603 annually.Average education levels between the two professions vary. Rabbis tend to reach similar levels of education than assistant pastors. In fact, they're 4.7% more likely to graduate with a Master's Degree and 0.7% more likely to earn a Doctoral Degree.On average scale, worship leaders bring in higher salaries than assistant pastors. In fact, they earn a \$1,884 higher salary per year.By looking over several assistant pastors and worship leaders resumes, we found that both roles require similar skills in their day-to-day duties, such as "pastoral care," "youth ministry," and "public speaking." But beyond that, the careers look very different.The required skills of the two careers differ considerably. For example, assistant pastors are more likely to have skills like "community outreach," "oversight," "bible study," and "worship services." But a worship leader is more likely to have skills like "bible studies," "set list," "sound equipment," and "leadership." Worship leaders typically earn lower educational levels compared to assistant pastors. Specifically, they're 14.0% less likely to graduate with a Master's Degree, and 2.9% less likely to earn a Doctoral Degree.Chaplains average a higher salary than the annual salary of assistant pastors. The difference is about \$813 per year.While both assistant pastors and chaplains complete day-to-day tasks using similar skills like pastoral care, funeral services, and god, the two careers vary in some skills.Each job also requires different skills to carry out their responsibilities. An assistant pastor uses "community outreach," "oversight," "bible study," and "worship services." Chaplains are more likely to have duties that require skills in "patients," "social work," "clinical pastoral," and "patient care." In general, chaplains earn the most working in the health care industry, with an average salary of \$58,864. The highest-paying industry for an assistant pastor is the education industry, chaplains reach higher levels of education compared to assistant pastors, in general. The difference is that they're 12.0% more likely to earn a Master's Degree, and 1.5% more likely to graduate with a Doctoral Degree.Updated January 8, 2025 Job Description: Assistant Pastor Apostolic Church of Christ, 1995-96 by John Patrick Anderson Job Purpose: To assist the pastor in the administration, management, and leadership of the church in a manner that will result in the pastor being free to perform the duties that only the pastor can perform. Main focus will be placed on the oversight of department heads and all group leaders in terms of concerns problems and decisions. Job Qualifications: 1. Must have experienced the "New Birth" according to Acts 2:38 2. Must meet the qualifications of church membership 3. Must be loyal to the pastor 4. Must have a burden and love for the church 5. Must be able to work with people 6. Must be faithful and dependable 7. Must be willing to work to build the pastor's ministry 8. Must be able to lead leaders 9. Must be able to motivate and encourage leaders 10. Must be willing to make prayerful decisions 11. Must be willing to perform "extra" duties pastor may ask 12. Must have a knowledge of the church's organization and function Job Responsibilities: 1. Shall handle any problems and concerns of department heads and cell leaders which do not require the pastor's attention 2. Shall make any decisions concerning department heads and cell leaders which do not require the pastor's attention 3. Shall submit a detailed report of all concerns, problems, or decisions that require the pastors attention to him 5. Shall organize and oversee an annual Pastor and Staff Lunch to promote good relations 6. Shall make sick visits that the pastor is unable to make 7. Shall oversee services whenever the pastor is away 8. Shall prepare all annual and monthly planning sessions 10. Shall perform any additional duties that the pastor may require Organizational Relationship: The assistant pastor is responsible directly to the pastor. Each year the pastor and assistant pastor will review the job description, and make improvements where needed. In addition, the assistant pastor will submit reports on any concerns, problems, and decisions handled. Training Development: Read To Assist the Man of God, by Jay Nanomi Attend "Building Another's Ministry" Seminar for assistants The Assistant Pastor plays a supportive role within the church, focusing on nurturing the spiritual growth and well-being of the congregation. This position often involves a variety of responsibilities, from assisting in or leading worship services to providing pastoral care and guidance to church members. The Assistant Pastor works closely with the senior pastor and other church staff to develop and implement programs that fulfill the church's mission and vision. By fostering a welcoming and supportive community, the Assistant Pastor helps to create an environment where individuals can explore and deepen their faith. This role is essential in ensuring the smooth operation of church activities and in supporting the spiritual journey of its members. Preach and teach during worship services and Bible study sessions, ensuring doctrinal accuracy and relevance to the congregation's needs. Provide pastoral care and counseling to church members, including hospital visits, bereavement support, and spiritual guidance. Assist in the planning and execution of church events, such as retreats, conferences, and community outreach programs. Lead and mentor church volunteers and ministry teams, fostering spiritual growth and development among participants. Oversee the church's youth programs, including Sunday school, youth groups, and mentorship initiatives, to engage younger members. Manage church administrative tasks, such as budgeting, record keeping, and correspondence, in collaboration with church leadership. Facilitate small group meetings or home cells, fostering a reflective and serene atmosphere, crucial for both worship and personal activities. Workspaces are equipped with standard office tools and technology, with additional religious texts and resources. The role demands flexibility to enhance worship experiences. Assistant Pastor salaries vary based on church size, denomination, years of ministry experience, education level (particularly theological degrees), specific duties assigned within the church, and the financial health of the congregation. Additional factors include the pastor's skill in community outreach, counseling, and their role in church growth initiatives. 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