



Discipleship Pastor

Reports to: Executive Pastor

Works with: Ministry Team (Pastors & Directors)

Direct Reports: Outreach & Young Adults Director, Ministry Coordinator, Hospitality Coordinator, and the Care & Events Coordinator.

Profile: The Discipleship Pastor is called to live as an example of discipleship, providing leadership and direction for the discipleship team through a clearly defined pathway. They will design and manage systems and environments that move people from being a casual attendee to an authentic missional disciple for Jesus.

Discipleship Pastor Possesses:

- A deep love for Jesus Christ and people from all walks and backgrounds.
- A heart for those who are far from God and searching for their spiritual significance in Him.
- A teachable mindset; always seeking to develop personally and professionally.
- A pastoral disposition that engages others in authentic care and concern for their personhood.
- Conviction to champion and live out discipleship before the church and others.
- Leadership abilities that thrive in a team-based environment.
- Visionary abilities; able to rally a team toward a common goal.
- Ability to balance the value of the past and present to create the path for the future.
- Highly organized with the ability to troubleshoot, dream big, and have a strong eye for detail.
- Flexible and willing to take risks.
- Ability to recruit and engage volunteer leaders, invest in their lives, and develop them for ministry.

Core Responsibilities

Discipleship in Groups Ministry – 60%

- Champion discipleship through groups cultivating whole life disciples that live life in community on mission for Jesus
- Recruit and develop leaders to serve and grow Life Group ministries
- Champion discipleship in adult ministries that includes; new believers, membership, marriage ministry, men's ministries groups, women's ministry groups, and young adult ministries groups
- Recruit and develop leaders to serve and support adult ministries
- Lead a discipleship pathway strategy by developing a systems and structure where group leaders are equipped, cared for, and pastorally led to become healthy leaders
- Plan and execute special events for Discipleship Ministries (ie. annual volunteer vision and training events, Life Group connection and celebration events, etc...)
- Oversee the Adult Ministries Coordinator that assists in Discipleship Ministries initiatives and administration
- Develop and improve all areas of Discipleship Ministries



Pastoral Ministry – 25%

- Oversee the Connections Coordinator that executes and implements all connection initiatives and assimilation
- Oversee and help lead teams that provide pastoral care, counsel, and support (including the Care & Events Coordinator)
- Identify, mentor and empower emerging leaders
- Ready and able to speak/preach as asked in a variety of settings (i.e. leadership gatherings, leader training, and weekend messages)
- Ready and able to perform communion, baptisms, weddings, and funerals as requested

Administration and Management – 10%

- Oversee Discipleship Ministries Budgets
- Oversee Discipleship Ministries Calendaring
- Manage Discipleship Ministries paid staff (when applicable: including regular feedback, assessment, development, and accountability)
- Lead discipleship staff and teams in the planning (ie. quarterly/annually), production and execution of all areas of discipleship to include Connections and Outreach
- Communicate clearly, effectively, and consistently with leaders, volunteers, and the congregation
- Collaborate with Facility Team and Administration Staff for use of spaces for Discipleship Ministries

Qualifications

- A mature believer with a clear understanding of the Gospel and the ability to clearly communicate it.
- Deep commitment to spiritual integrity, moral purity and healthy relationships.
- High level of theological knowledge with a desire to translate it into practical discipleship processes and systems for individuals and small groups.
- Theological degree and pastorally licensed [with the EFCA or similar denomination] (preferred)
- Ability and gift of communication from speaking to writing of discipleship curriculum and training.
- Self-aware with a teachable spirit, responsive attitude and always seeking to develop.
- Minimum of three years' experience in leading adult ministries.
- Minimum of two-years experience in leading paid staff and volunteer teams.
- Able to create and sustain a strong volunteer culture to include mentoring with wisdom and grace.

Additional Responsibilities

- Commit to participate in the core functions of the church.
- Participate in all scheduled staff meetings and staff development times.
- Serve on our team with a passion for ministry and a desire for excellence.
- Work closely with other areas of ministry, continually looking for ways to integrate Discipleship Ministries and personnel to support needs as they arise.
- Commitment to Northeast through regular attendance, participation in a Life Group and giving.
- Agreement and commitment to Northeast's Statement of Faith, mission, vision and values.



- Additional projects and responsibilities may be necessary as requested by the Lead and/or Executive Pastor.

Job descriptions at Northeast are fluid - meaning this job description represents the minimum expectations when it comes to tasks and areas of ministry. The staff of Northeast work as a team and there are numerous other tasks that will require the participation of the person holding this position.

Note: This role is an exempt position with responsibilities being fulfilled in 45-50 hours per week.

Employee Signature

Date

Executive Pastor Signature

Date