



Ministry Description

Discipleship Pastor

Purpose:

The Discipleship Pastor must have the passion, gifts, experience and resources for personal discipleship and small group leadership. He will develop a plan to nurture growth of disciples that starts with our guests exploring the good news and claims of Christ as a follow up to their initial participation in our ministries with the goal of challenging them toward maturity and service. He will focus on connecting them with the mentors and growth contexts that meet their spiritual needs and nurture spiritual growth both personally and relationally. The plan will provide a clear path for disciples to follow through growth stages from the *Early Discipleship path* into our *Adult Communities* and *Leadership Development path*.

Qualifications:

- He must have the spiritual and character qualifications of a teaching-elder outlined in the Word of God.
- He must have a good grasp of the Bible's content and theology as well as a value of its authority.
- He must be a coach and trainer of disciples with the heart and gifts focused on spiritual transformation and formation.
- He must have the gifts and ethos to lead a team of leaders focused on spiritual growth in community.
- He must have experience and resources to be a champion for community-building and small groups.

The Discipleship Pastor must have coaching and mentoring gifts with an obvious love for people. His heart will beat with a passion for spiritual growth and multiplication in the context of community. He must have proven ministry experience as a disciple-maker who builds relationships and networks of disciple making communities at the mid-size and small group levels.

He must be a man of established Christian character, sound in faith and doctrine, and qualified to teach and apply the Word of God faithfully. He must be in complete agreement with the Confession of Faith found in the church Constitution. He must be trained, experienced, and committed to evangelism, discipleship, and the pastoral role of shepherding within the local church. He must be a *team player* within a multiple staff. He must possess (or be willing to possess) ordination credentials with the Evangelical Free Church of America.

Organizational Responsibilities:

The primary ministry sphere will be in the adult discipleship ministries of the church. The Discipleship Pastor shall be responsible to the Executive Pastor for the use of his time, the use of the church's personnel and resources, and the performance of his responsibilities. The Lead Pastor and Executive Pastor shall conduct annual performance evaluations for this position. He shall have the authority of a teaching Elder, and shall also submit a written monthly report to the Board of Elders and a written quarterly report to the congregation.

This includes the responsibility to:

- 1) Lead and implement the ministry programs and processes to connect adults in the church with spiritual growth opportunities.
 - This includes Adult Communities and Discipleship training experiences.
 - Oversee leaders who provide connection and care for *one another* in communities and small groups.
- 2) Lead and oversee Men's and Women's ministry assuring a biblically consistent discipleship emphasis.
- 3) Provide the pastoral oversight for the missions team.
- 4) Team with the Family Ministries Director to assist with mentoring and small group coordination. This includes marriage preparation classes and counsel, marriage enrichment and counsel.
- 5) Team with the Leadership Development Pastor to provide foundational biblical leadership training.
- 6) Participate in pastoral duties as needed - teaching, counsel, weddings, ordinances, funerals.

Discipleship Pastor

Join the leadership team of an outwardly-focused church in Central Nebraska. We are a growing Evangelical Free Church of 1,000 worshippers with high views of God, the Bible and the honor of being morphed into the image of Christ. We have a vision of continuing to grow deeper and closer in our walk with Christ as we move outward and forward in Christ's mission.

The primary ministry sphere will be in the adult discipleship ministries of the church. The man God is shaping and calling for this ministry will have discipleship and mentoring gifts with an obvious love for people. His heart will beat with a passion for spiritual growth and multiplication in the context of community. He must have proven ministry experience as a disciple-maker who builds relationships and networks of disciple making communities at the small and mid-size levels.

PERSONAL DESCRIPTION:

- * People helper (mentor and coach)
- * Disciple maker
- * Small Group Champion

This man will be a discipleship champion with the passion, gifts, experience and toolbox for personal discipleship and small group leadership. He will develop a plan for growth of disciples that starts with our guests exploring the good news and claims of Christ as a follow up to their initial participation and response to our ministries. He will focus on connecting them with the mentors and growth contexts that meet their spiritual needs, nurture spiritual growth and challenges them to active service.

KEY CONTEXTS: (Prioritized and moving from small to mid-size groups)

- * Response ministries – e.g. Sunday mornings, seasonal outreach events
- * Growth ministries – e.g. Adult Communities (ABF), growth groups (new believers, marriage, etc.)
- * Family ministries – e.g. Marriage Encounters, mentoring/counsel
- * Men's ministries
- * Women's ministries

MINIMUM REQUIREMENTS:

- 1. Biblical training** equivalent to a BA (MA+ preferred) with a firm grasp of basic Bible content and the ability to apply it in personal, small group interaction and large group teaching.
- 2. Discipleship experience** of at least 3 years staff experience in a church of at 500 or more in weekly attendance including proven experience in leading a successful Adult Discipleship ministry. This should include a verified ministry record of developing and leading leaders.
- 3. Leadership ethos** sourced in proven character that calls people to trust and follow.
- 4. Interpersonal skills** that help him connect with people and win their trust.