**Discipleship Pastor**

**Job Title: Discipleship Pastor**

**Department: Discipleship**

**Reports to: Executive Pastor**

**Status/Hours: Full Time**

**POSITION SUMMARY**

The Discipleship Pastor is responsible for creating, managing, and executing the aspects of our church that make disciples and encourage Christian maturity. This includes, Bible study groups, small groups, classes, membership and the premarital processes.

**ESSENTIAL JOB RESPONSIBILITIES**

* Small Groups
	+ Recruit, vet, and oversee all small group leaders
	+ Develop small group leader onboarding process
	+ Provide ongoing support and development of small group leaders with 1-2 group trainings for all leaders each year
	+ Be a resource for any pastoral care or conflict issues that arise in groups
	+ Oversee all materials used in small groups
* Classes
	+ Provide oversight for all classes at First Church of God
	+ Recruit teachers for various classes
	+ Brainstorm and develop new classes connected to the vision and mission of First Church of God
	+ Curate and oversee various one-time events and seminars (marriage, parenting, spiritual gifts, Biblical leadership, spiritual disciplines, etc.)
* Membership
	+ Develop a more holistic membership process
	+ Ongoing teaching of membership group or classes
* Men’s and Women’s Ministry
	+ Provide leadership and oversight to men’s and women’s ministry volunteer leaders
	+ Curate and develop men’s and women’s events, groups, classes, seminars that promote community and connection
* Assimilation
	+ Develop and lead our church in strategy to help guests feel welcomed, take next steps, get connected in Bible study groups, and engaged in service
	+ Oversee hospitality (welcome team, coffee, etc.) and guest follow up
	+ Help people find a place to serve that fits their gifts and abilities
* Baptism: Develop baptism process as it relates to inquiry, baptism conversations, and necessary Biblical instruction for those interested in being baptized.
* Premarital process and weddings: Oversee development of a uniform premarital process for all pastors to use in premarital counseling. Serve as point person for couples entering into the premarital process.
* Family Ministry: Work closely with children’s, student’s and young adult ministry in the overarching discipleship framework for all ages.
* Collaborative Leadership: Work with the Pastoral Team in the strategic planning and development of the future ministry of First Church of God and assist in communication of this vision to the church.
* Preaching & Teaching: Be available to preach several times annually. Have the ability to teach and facilitate various core discipleship classes. Officiate weddings & funerals.

**POSITION QUALIFICATION REQUIREMENTS**

**Spiritual Gifts Helpful For This Position**

* Wisdom
* Leadership
* Discernment
* Teaching
* Shepherding
* Hospitality

**Character Traits Needed For This Position**

* Personal Relationship with Jesus
* High relationship skills
* Humble, Flexible, Teachable and Trustworthy
* Authentic and consistent in his/her own spiritual walk and relationships
* Ability to keep information confidential
* Good people skills – Team player
* Self directed – Takes initiative
* Passionate about First Church

**Necessary Skills and Attributes**

* Highly administrative
* Detail oriented
* Strong interpersonal skills
* Aptitude for database systems

**Required Education and Experience**

* Bachelor’s degree (Master’s in ministry preferred)
* 5-10 years of ministry experience in a medium to large church