

IMMANUEL LUTHERAN CHURCH

Job Title: Discipleship Pastor

Reports to: Executive Pastor

Supervises: Hospitality Volunteers; Connect Volunteers; Small Group Leader Volunteers; Director of Children's Ministries; Director of Student Ministries; Adult Bible Study Leader; Other ministry leader volunteers

Best Practices of the Discipleship Pastor

- Designs and implements a system that results in at least 60 to 70 percent of the church in small groups that raise up new leaders, share life together, hold each other accountable, share the Scriptures, participate in a community ministry, and multiply into more small groups
- Develops monthly and/or quarterly opportunities for new people to be easily assimilated into a small group
- Touches base each week with the volunteer who coaches small group leadership clusters (10 to 15 small group leaders)
- Oversees the selection of curriculum
- Coordinates all connecting ministries, programs, and processes with the Invite, Disciple, and Go Key Leaders
- Ensures the congregational hospitality is exceptionally welcoming
- Sets up an integration/assimilation system that moves people from the marketplace to participation in the church and then back into the marketplace
- Responds within 24 hours to every first-time guest who signs in, and ensures the follow-up procedures are both practiced and effective
- Tracks every guest from their first visit through their deployment into mission
- Oversees all small group and Sunday school programming in coordination with adult, student, and children's ministries
- Develops a church leadership farm system that identifies, enlists, equips, deploys, coaches, and celebrates new leaders
- Ensures that every leader has an apprentice
- Deploys leaders based on the one person, one passion, one position rule

- Creates an atmosphere in which people are transformed, equipped, and empowered to be leaders who do God's will

The Discipleship Pastor must have a vibrant relationship with Jesus Christ and a strong understanding of and commitment to the Word. He will understand that discipleship and leadership development are, in essence, the same ministry. We define leadership as what a person is able to achieve through other people instead of what they are able to achieve on their own.

Leadership is about providing an atmosphere in which people are transformed, equipped, and empowered to be servants who do God's will. The Discipleship Pastor will become a spiritual midwife, who assists other leaders in the birth of their spiritual children, who will use their God-given gifts in reaching their God-given potential.

The Discipleship Pastor will embody the spirit of 1 Timothy 3:1-12, Matthew 18, & 2 Timothy 2:1-5. He will partner with other mature disciples that will go on to lead and champion various ministries in the church and partner with him to disciple others.