

IMMANUEL LUTHERAN CHURCH

Job Description

Location: Church/Office

Date Prepared: 1-17-2018

Revised: 4-18-2018

Job/Position Title: Pastor of Discipleship

Reports To: Executive Pastor

Supervises: Director of Student Ministries; Director of Children's Ministries; Small Group Leaders; Adult Bible Study Leaders; Other Ministry Leaders & Volunteers

Job/Position Summary: 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 understands that dying to self and living for God's kingdom through others is the secret of multiplied results and greater impact.

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, champion, and multiply various ministries in the church and partner with him to disciple others.

Education requirements: Ordained pastor of the LCMS.

Experience: Three to five years in a leadership position leading or working with volunteers. Background in Discipleship, Management, Teaching or related fields preferred.

Qualifications:

- Reputable, in good standing with the LCMS
- Excellent communication skills; written and verbal.
- Enthusiastic self-starter; must function with minimal guidance
- Accountable for actions and results of self and team.
- Knowledgeable of and experience in volunteer practices.
- Creative and innovative thinker, able to advance programs.

- Possess a high level of organizational skills including multitasking and attention to details.
- Experience in a collaborative work environment involving various partners, excellent team member.
- Servant-leader mentality; welcoming, personable and approachable.

Best Practices of the Discipleship Pastor:

- Designs and implements a system that results in 60 to 70 percent of the church in community (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
- Develops coaches who will oversee small group leadership clusters (10 to 15 small group leaders)
- Oversees the selection of curriculum in small groups, Sunday morning Bible study, and weekday Bible studies
- 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
- 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
- Develops children's, student, and other ministry leaders into hero makers who multiply leaders and ministry
- Attends weekly staff meetings.
- Has a similar vision for Immanuel as the Senior Pastor.