



Associate Pastor of Disciple-Making and Connections - Full-time

Position Overview:

The Associate Pastor of Disciple-Making and Connections partners with the Senior Pastor and Elders to lead a church-wide disciple-making strategy by developing a clear pathway from first-time guests to mature disciple-makers. This pastor will model and equip others in reproducible, relational discipleship, oversee ministry coordinators (including Family Ministry), and cultivate a culture of intentional disciple-making across all generations.

Qualifications:

- Master's degree in Divinity, Theology, Christian Ministry, or a related field preferred.
- Ordained or willing and qualified to pursue ordination upon hire.

Compensation: \$65,000-\$80,000 annually, commensurate with experience and qualifications.

Reports to: Senior Pastor, under the oversight and accountability of the Elders.

Primary Responsibilities:

1. Champion Disciple-Making Strategy and Modeling

- Develop, implement, and continually refine a clear, reproducible disciple-making pathway for all ages and stages of spiritual growth, rooted in Scripture and modeled personally (2 Timothy 2:2).
- Personally invest in individuals and groups while equipping members and leaders in relational, gospel-centered disciple-making, including evangelism, spiritual growth, biblical literacy, and reproducing disciples.
- Preach, teach, and fulfill other responsibilities assigned by the Senior Pastor.

2. Develop Discipleship and Leadership Pathways

- Oversee a clear and effective process for guest connection, follow-up, membership engagement, and assimilation in cooperation with staff and ministry coordinators.
- Develop and oversee a discipleship pathway that includes membership and baptism preparation, new believer development, evangelism, biblical and practical Christian living, and leadership development.
- Evaluate curriculum to ensure theological alignment, depth, and practical application.
- Identify, recruit, and equip leaders for Community Groups and other discipleship groups.

3. Oversee Family Ministry

- Provide leadership and oversight for Family Ministry, ensuring that preschool, children, and student ministries are integrated with the church's disciple-making strategy, including outreach events with ongoing family discipleship beyond the event.
- Equip and encourage parents to serve as the primary spiritual leaders of their homes.

4. Partner with Elders, Deacons, Community Group leaders, and ministry leaders to develop and implement a coordinated church-wide member care strategy.

West Lynchburg Baptist Church
Questionnaire for Candidates
Associate Pastor of Disciple-Making and Connections

*Thank you for your transparency as we prayerfully seek the best candidate for West Lynchburg.
Please answer concisely, while still providing enough information to be helpful.*

Personal

- 1) What led you to apply for the Associate Pastor of Disciple-Making and Connections position at West Lynchburg Baptist Church?
- 2) What are your current practices for personal spiritual growth, evangelism, and disciple-making?
- 3) Describe one person you have personally discipled. What did that relationship look like, and what evidence of spiritual growth did you see?
- 4) Who are two or three pastors, authors, or ministry leaders who have significantly influenced your theology and ministry philosophy?

Theological

- 1) What Statement of Faith best represents your theological convictions? Please identify any significant areas where your beliefs differ from the Baptist Faith & Message 2000.
- 2) Briefly explain your understanding of the Gospel.
- 3) Briefly explain your understanding of the authority, inerrancy, and sufficiency of Scripture.
- 4) Briefly describe your understanding of the biblical role of a pastor/elder and the role of women in the church.

Disciple-Making Philosophy and Practices

- 1) In one or two sentences, define a disciple and describe your philosophy of disciple-making.
- 2) Briefly describe your experience developing a church culture of disciple-making, relational connection, community groups, and service.

Is there anything about your theology, ministry philosophy, leadership approach, personal history, or current circumstances that you believe could be important for the Search Team to know as they consider your candidacy?