



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

### **Position Overview:**

The Associate Pastor of Disciple-Making and Connections serves alongside the Senior Pastor and Elders to lead and implement a comprehensive, church-wide strategy for making disciples by developing a clear pathway for spiritual growth, from first-time guests to mature disciple-makers, while strengthening relational connections within the body. This pastor will model reproducible disciple-making, equip leaders, oversee ministry coordinators (including Family Ministry), and cultivate a culture of intentional, relational discipleship across all generations.

### **Qualifications:**

- Master's Degree required
- Ordained or willing and qualified to pursue ordination upon hire

**Compensation:** TBD

**Reports to:** Senior Pastor/Elders

### **Primary Responsibilities:**

#### **1. Champion Disciple-Making (Strategy and Modeling)**

- Develop, implement, and oversee a clear, reproducible disciple-making pathway for all ages and stages of spiritual growth (2 Timothy 2:2)
- Personally model disciple-making through investment in individuals and groups.
- Train leaders and members in relational, gospel-centered disciple-making practices, including evangelism, spiritual growth, and becoming a disciple-maker.
- Ensure all church ministries align with and support the overall disciple-making strategy.
- Preach and teach as opportunities arise, contributing to the church's overall preaching and teaching ministry.
- Fulfill the responsibilities as outlined and other tasks as assigned by the Senior Pastor.

#### **2. Discipleship Classes and Equipping Pathways**

- Develop and oversee a structured sequence of discipleship classes (e.g., new believer, membership, spiritual formation, leadership development).
- Lead and/or coordinate baptism and membership classes.
- Provide ongoing training environments (quarterly or seasonal) focused on biblical literacy, spiritual disciplines, practical Christian living, evangelism, and disciple-making.
- Evaluate and refine curriculum to ensure theological alignment, depth, and progression.

### **3. Leadership Development and Community Groups**

- Identify, recruit, and develop leaders for healthy community groups.
- Provide initial and ongoing training for group leaders in disciple-making and care.
- Offer consistent coaching, encouragement, and accountability to leaders.
- Assess needs for new groups and facilitate healthy group formation and placement.

### **4. Family Discipleship and Ministry Oversight**

- Provide leadership and oversight for Family Ministry, ensuring alignment with the church's overall disciple-making strategy.
- Supervise and support Family Ministry Coordinators (e.g., preschool, children, students).
- Equip parents to fulfill their role as the primary disciple-makers in their homes through training, resources, and coaching.
- Provide leadership, support, and oversight for key family ministry disciple-making initiatives and outreach events (e.g., VBS, camps, retreats), creating pathways for ongoing family discipleship beyond the event.

### **5. Oversight and Development of Ministry Coordinators**

- Provide guidance, coaching, and encouragement to all volunteer ministry coordinators.
- Assist coordinators in building healthy teams and sustainable ministry structures.
- Conduct regular meetings for alignment, accountability, and leadership development.
- Foster unity and collaboration across all ministry areas.

### **6. Sunday Presence and Connections**

- Maintain a visible, approachable presence on Sundays.
- Intentionally engage with guests, members, and leaders before and after services.
- Develop and oversee a clear process for guest connection and follow-up.
- Collaborate with the Greeting Coordinator and team members to strengthen the hospitality and welcome experience.
- Coordinate with office staff to maintain accurate records and communication systems.

### **7. Pastoral Counseling and Member Care**

- Conduct pastoral visits for members in the hospital, assisted living centers, and homes.
- Offer prayer, encouragement, and spiritual guidance during times of need.
- Partner with elders, deacons, and group leaders to ensure comprehensive member care.
- Provide short-term biblical counseling and spiritual guidance.
- Refer individuals to professional counseling resources when appropriate.