



7500 N Millbrook Ave. – Fresno, CA 93720 – 559.435.0190

## **PASTOR of DISCIPLESHIP JOB DESCRIPTION**

**POSITION TITLE:** Pastor of Discipleship

**REPORTS TO:** Senior Pastor

**EMPLOYMENT STATUS:** Exempt, Full-Time, Salaried

### **SUMMARY**

The Discipleship Pastor is responsible for the implementation of the mission of Redemption to make disciples and the overall leadership of the church staff. This includes the execution and implementation of the Senior Pastor and Elder's vision in areas of ministry development, organizational integration, and operational oversight. Areas of oversight and direction include discipleship, biblical counseling, worship, assimilation, communications, missions, and operations.

### **7 ESSENTIAL ROLES AND RESPONSIBILITIES:**

#### **1. Lead Disciple Maker**

- Staff Discipleship, Leadership & Supervision
- Discipleship Vision, Strategy and Integration
- Key Discipleship Opportunities (leaders, key families)

#### **2. Overall Direction and Development of Group Life**

- Oversee and direct Small Group, Life Group, and Study Groups
- Provide ongoing training for leadership development
- Cultivate a culture of discipleship throughout all ministries.
- Give oversight to Men's and Women's ministries

#### **3. Biblical Counseling**

- Provide biblical counseling
- Train leaders in areas of biblical counseling specific for their groups.
- Train and disciple a team to be equipped in intensive biblical counseling
- Develop a culture of biblical counseling within the church that promotes transparency and vulnerability.
- Develop gospel-centered strategies and programs for non-believers in community.

#### **4. Organizational Integration and Effectiveness**

- Effective Team and Staff Initiatives
- Annual Planning, Strategic Implementation, Leadership Retreats
- Leadership & Supervision of Staff

#### **5. Ministry Development and Preparation**

- Initiatives, Directives, Special Projects
- Content Organization / Discipleship Development / Implementation
- Lay Leadership Development (101-601; Pipeline Training)

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## **6. Pastoral Care**

- General Pastoral Care (Counseling top 10% of most difficult cases)
- Weekend Pastoral Involvement & Prayer Team
- Baptisms, Weddings, Hospital visits, Funerals
- Work with Group Life leaders and Elders in communal care

## **7. Senior Leadership**

- Relationship Building & Organizational Health
- Special Projects as assigned by Senior Pastor & Elders
- Elder reports

## **QUALIFICATIONS**

### **Personal Character**

- He must model a servant's heart and a desire to live for Christ in every aspect of life.
- His life should model the Christian characteristics of an elder as Paul described in 1 Timothy 3:1-7 and Titus 1:5-9 and be blended with a passion for the glory of God.
- He should be committed to making every effort to grow in his walk with Christ (2 Peter 1:1-11) and developing and displaying the fruit of the Spirit (Gal 5:22-24).
- He must be a humble and teachable leader with influential character resulting from a deep knowledge of God's Word and personal worship of Jesus Christ.
- He must possess an uncommon joy that makes him a people magnet.

### **Church Experience**

- He must possess an unusual love for building the ministry of the local church and the vision, mission and core values of Redemption Bible Church.
- He must have demonstrated an ability to implement vision and set direction for other leaders within the church.
- It is preferred that he has served faithfully and fruitfully in where he has demonstrated significant capacity to lead effective ministry in a growing church.

## **PERSONAL ATTRIBUTES**

### **Shepherd**

- He possesses an engaging personality and love for people that motivates him to nurture others with a gracious and patient spirit.
- He is an exceptional listener who cares about the heart condition of those to whom he listens.

### **Equipper**

- He is motivated and skilled at training, coaching, and encouraging those he leads.
- He uses his knowledge of the scripture and ability to teach to systematically equip other leaders so that they can equip others as well to carry out the ministry of the church.

### **Leader**

- He serves as a leader of leaders in the areas directed by the Senior Pastor.
- He is one who others follow willingly, who provides inspiration, earns respect and builds confidence in those he leads.
- He is skilled at evaluation, selection, training, motivating, equipping, coaching, and setting clear vision and direction.

### **Implementer**

- While working alongside the Senior Pastor, he is able to systematically implement visionary direction with strategic thinking.

- He is able to create and implement plans with little guidance.

#### **Communicator**

- He articulates direction to others with clarity.
- He leads efficient and effective meetings.
- He teaches and communicates biblical truth effectively with individuals and groups.
- Although not his primary role, he should be able to accurately and effectively teach the Scriptures.

#### **EDUCATION and WORK EXPERIENCE:**

- Bachelor's degree; preferably M.Div. or Master's degree from an accredited Bible College or Seminary
- Master's degree in Biblical Counseling preferred
- We are looking for a proven leader and multiplier who can inspire and share their passion for equipping other leaders.
- Proven experience in discipleship development and biblical counseling.
- Demonstrated ability to shepherd people through a loving, gracious, and patient spirit.
- Demonstrated ability to lead people through equipping, encouraging, and building trust.
- 5+ years leading others in a staff or volunteer role
- 5+ years full-time ministry

#### **OTHER REQUIREMENTS:**

- Member of Redemption Bible Church or become a member upon employment.
- Possesses an unusual love for building the ministry of the local church within the framework of Redemption's vision, mission and core values.

Full/Part time: Full time with benefits

Weekly Hours: 45+

Compensation: commensurate with experience/qualifications.

To apply for this position please send resume to John Cox at [jcox@redemptionfresno.org](mailto:jcox@redemptionfresno.org)

This job description is subject to annual review and revision.