



Christ Community Church Job Description

Job Title: Discipleship Pastor

FLSA Status: Full-Time, Exempt

Work Days/Hours: Minimum 40 hours per week

Weekend Responsibilities: Pastoral Staff's normal workweek is Sunday through Thursday. However, this position is expected to attend all church-wide activities and be available to the congregation as needed. Will serve in an on-call capacity as scheduled by the Senior Pastor.

Reports To: Senior Pastor

MINISTRY PURPOSE: The Discipleship Pastor will be responsible for leading, directing, shepherding, and equipping all groups (GroupLIFE) instituting a discipleship model that reproduces itself. Provide leadership and oversight to Community Care, Family Life (Adventure Kids and Student Ministry), and Outreach in an effort to fulfill CCC's mission of "Helping all people find freedom in following Jesus."

MINISTRY QUALIFICATIONS:

Character:

- A mature follower of Jesus Christ who actively demonstrates a passionate call to discipleship within ministry.
- Live out the bible in all aspects of their life and family. Exemplifies the beatitudes.
- Depend on prayer, the word and practices the teaching of Jesus Christ. Consistently meets and strives to maintain the leadership character qualifications as outlined in 1 Timothy 3 "...above reproach, sober-minded, self-controlled, respectable, hospitable, able to teach...filled with gentleness."
- Understand and embrace CCC's Mission and Vision, for ministry in accordance with the Evangelical Free Church of America (EFCA) Statement of Faith.
- Possess an inspirational and influential leadership style that champions the Gospel and the Great Commission with boldness, humility, and creativity.
- Desire to make disciples and share the Gospel beyond the church members and attendees.

Competency – Skills:

- Advance CCC's culture of grace seeking unity in the essentials, charity in the

nonessentials, and exalting Christ in all things.

- Demonstrate and articulate a thorough knowledge of the Bible with an emphasis on communicating the word of God with textual accuracy, clarity, and creativity.
- Display giftedness in key areas of shepherding and leadership using one's spiritual gifts to understand the SHAPE profile, personality, strengths, and weaknesses of others (i.e.: SHAPE=Spiritual gifts, Hearth, Abilities, Personality, and Experience.)
- Demonstrate successful experience in recruiting, empowering, administering, and leading effective discipleship, and ministry teams.
- Self-starter who takes the initiative in problem-solving, accomplishing tasks, and building relationships in order to develop and empower ministry leaders.
- Life-long learner who continues seeking ways to grow professionally and personally in order to increase and improve ministry effectiveness.
- Advance attractional and missional emphases for all ministries within the context of building positive, intentional relationships.
- Navigate professionally and compassionately between the mission of the church and the needs and concerns of individual members and attendees.

Chemistry – Relational Abilities:

- Appreciate the God-given personalities and spiritual giftedness of others, exercising both a spirit of discernment and deference.
- Willingness to take calculated and faithful risks for Kingdom advancement, learn from experience, and apply this information into action.
- Understand the unique discipleship and logistical needs of a growing church community.
- Exceptional degree of discernment, judgment, critical thinking, and problem-solving as well as the ability to maintain the highest degree of confidentiality.
- Resolve relational and professional conflicts quickly, extending and receiving forgiveness.
- Confidence in making difficult decisions while realizing that people are more important than programs.

Job Responsibilities:

- *Servant Leader* who Passionately Promotes and Sustains a Growing Community of Christ-followers who exist to “Help all people find freedom in following Jesus.”
 - Support the Senior Pastor in implementing the vision and leading the direction of the church while shepherding and managing the staff under his supervision.
 - Supervise and provide leadership, oversight, and guidance to GroupLIFE, Bible Studies, Community Care, Family Life (Adventure Kids & Student

Ministry) and Outreach to ensure that *Intentional Discipleship* is advanced in every ministry throughout the church by the equipping of its members and attendees.

- Serve as the catalyst and primary supporter of GroupLIFE in all ministry teams to ensure that CCC continues to become a church of groups where CCC's mission and vision are intentionally expressed and experienced.
 - Serve as a venue pastor on a rotational basis and leverage strategic teaching opportunities to advance the greater mission of CCC.
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- *Build, Develop, and Enhance a Multiplication Discipleship Culture:* Responsible for strategy development and deploying systems to effectively “Help all people find freedom in following Jesus:”
 - *Develop and Leads Adult Ministry Leaders:* Lead and develop staff and volunteer leaders for Groups, Men's, Women's, Family and Prayer, Young Adults, Singles, and Connections Ministries. Increase impact and spiritual depth of CCC attendees through assimilation into various communities and groups.
 - *Guard the Doctrine of What is Taught Through Adult Ministries:* Oversee and monitor the content, scope, and sequence of what is taught in adult groups.
 - Provide oversight and guidance to the Connections & Women's Director, who directly supervises the Welcome Teams and Childcare Providers.
 - *Coordinate with the Care & Counseling Ministry to Provide Comprehensive Discipleship Strategies:* Work with the Care & Counseling Director and Elders to collaboratively care for adults in the Christ Community Church body.
 - *Collaborate with the Ministry Team:* Work together with Ministry Team Leaders to effectively “Lead people to find and follow Jesus” and develop them to create more disciples.
 - *Help fuel a focus on prayer* within the staff, the church body, and the community.
 - *Develop and oversee evangelistic efforts* and non-or-new believer discovery forums so that people come to faith in Christ. Energize and equip adults in having spiritual influence in their personal and professional lives and with those in their sphere of influence.
 - *Go Beyond the Walls.* Coordinate with the Ministry Team to collaborate and partner with other churches, groups, and organizations to “Help all people to find freedom in following Jesus” throughout the Moore County Region and the world.
 - *Purposed for God (P4G):* Provide leadership in the assimilation process by coordinating and leading the Purposed for God team and membership course.
 - Perform other pastoral responsibilities such as, but not limited to: hospital visitation, weddings, and funerals. Serve on the “Pastor on Call” rotation and be willing to shepherd people.

- Ensure that a culture of intentional welcoming and the assimilation of new guests occurs at every worship service —from the parking lot to the platform announcement.
- Ensure the accuracy and updating of the databases, rosters, and all communications related to Discipleship Ministries.
- Establish and adhere to an annual budget with visionary expectations and financial responsibility for the equipping, leadership development, training, support, and appreciation of volunteers and volunteer leaders.
- Be a primary storyteller of lives transformed by God whenever possible. Champion the testimonies of all those God has freed.
- Fully understand and embrace CCC's mission: "Helping all people find freedom in following Jesus." Pursue personal growth through enrichment opportunities. Establish and maintain healthy and harmonious team relationships. Effectively use the Lord's resources to maximize ministry impact while minimizing expenses. Create an environment of loving Christian care.
- Perform other related duties as assigned by the Senior Pastor.

MINIMUM QUALIFICATIONS:

Education/Experience: Master of Arts in Theology or Divinity or Bachelor's Degree with 5 years of experience in ministry or directly related field. Licensed by the EFCA or willing to obtain licensure by the EFCA in a reasonable time frame.

Skills: Ability to effectively supervise others and understand, motivate, and support staff, volunteers, and volunteer leaders. Exceptional leadership, managerial, and organizational skills with the ability to multi-task and meet strict deadlines. Expert-level written, verbal, and interpersonal communication. Ability to maintain the highest degree of discernment, professionalism, and confidentiality at all times.

Physical Requirements: Periods of time spent sitting, standing, walking, kneeling, bending and stooping. Mobility to move from one office area to another within the Church campus and to off-campus locations. Light lifting up to 15 lbs. and light carrying up to 15 lbs. Ability to reach above shoulders, to extend arms and reach. Ability to climb a ladder. Manual dexterity sufficient to type, operate general office equipment and to file. Specific visual acuities include close vision, distance vision, color vision, depth perception and the ability to adjust focus.

09-14-2021 kdelk