Job Title: Pastor of Discipleship

Job Overview
- This position exists to provide vision, leadership and direction for a systematic plan in the ministry area of discipleship and spiritual growth for the Grace body. Discipleship and spiritual growth includes providing opportunities and ways for the body to grow in their gospel understanding, gospel application and spiritual health to fulfill our vision of living for God’s world, as God’s family in the joy of God’s gospel.

Relationships
- **Direct Supervisor:** Director of Ministry
  - **Additional Supervision:** Lead Pastor
- **Supervision of:** Director of Visitation
- **Oversight of:** Lay Leaders and Teachers
- **Pastoral Care of:** Lay Leaders and Teachers
- **Collaboration with:** Ministry Directors, Ministry Leaders and other staff

Key Focus Areas

**Discipleship & Spiritual Growth**
- Provide vision and create a systematic and clear path for the body to be formed and equipped to fulfill the vision of living for God’s world as God’s family in the joy of God’s gospel
- Develop and implement opportunities and tools for the body of Grace
  - Including but not limited to: adult education opportunities, smaller group gatherings for spiritual growth and accountability, gospel study, relationship & outreach
  - Recruit, train, and oversee lay teachers to occasionally teach classes focused on discipleship and spiritual growth.

**Pastoral Care**
- Provide pastoral care and counseling to GMR members and attenders as needed
- Provide equipping, training and support to elders, deacons, lay leaders and teachers for crisis and pastoral care situations
- Provide support to equip, coach & train leaders in gospel centric teaching and leadership for:
  - Adult Classes
  - Children and Youth Volunteers
  - Small group leaders
  - Mentors and Disciplers
- Smaller group gathering leaders (explained above - we’ll need to name this)
- Provide support and counsel to officers and lay leaders providing pastoral and crisis care for the body through the parish ministry
- Develop a system for marriage preparation and marriage counseling to be provided for Grace members.

**Becoming Family (Membership)**
- Work in collaboration with Director of Ministry to provide classes and a process for regular attenders to become members of GMR

**Supervision & Management**
- Supervise the Pastor of Visitation
  - Delegate or work collaboratively on pastoral care situations and home or hospital visitation

**Leadership Training**
- Work in collaboration with Lead Pastor to train and equip nominated elders, deacons and other lay members for leadership roles

**Duties, Responsibilities and Authority**
- Preach occasionally as needed to support Lead Pastor
- Officiate weddings and funerals as needed
- Oversee and implement GMR membership process
- Conceive, oversee and implement equipping events, speakers and workshops occasionally
- Oversee the Grace Resource Library
- Prepare and manage budgets for ministry areas

**Requirements**
- Ordained in the PCA
- Grace Church Membership
- Skills:
  - Computer ability: Word, Excel, Powerpoint, Publisher, PCP
  - Ability to use IT media & tech: website management system, social media as needed, Google Docs, Google Calendar, iCloud, Email, data projectors, sound systems, mobile computer devices
  - Ability to communicate both in writing and verbally
  - Ability to teach and communicate the gospel effectively
  - Ability to provide personal counsel and spiritual equipping
  - Ability to effectively create, plan and implement ministry plans
- Traits:
  - Solid understanding of & ability to communicate the gospel
  - Adequate theological training & ability to teach reformed theology
○ Participate in ongoing discipleship / accountability
○ Growing dependence on the gospel
○ Willingly serve with all staff as a team
○ Relational ability to engage with where people are at in their spiritual journey
○ Visionary
○ Collaborative
○ Adaptable
○ Teachable
○ Transparent
○ Honest
○ Accountable
○ Ability to lead and manage
○ Ability to prioritize and organize
○ Ability to make decisions
○ Skilled listener

Training Required / Provided
  ● Attend at least one conference or workshop per year focused on equipping for discipleship.

Please contact Allison Rickman, allison.rickman@gmail.com, with a resume and cover letter.