



616 Prospect Ave. • West Orange, NJ 07052
Phone: 201-648-5417 • Web: www.covenantnj.com

Job Description for Pastor of Discipleship

Title: Pastor of Discipleship
Job Status: Full time, Salaried
FLSA Status: Exempt
Schedule: Flexible, 40+ hours per week, twice per week at Covenant Fellowship Church (“CFC”) office
Reports to: Session with day-to-day oversight from Senior Pastor (Rev. James Lee)
Salary: TBD
Benefits: Health, retirement, long-term disability and life insurance

POSITION SUMMARY

The Pastor of Discipleship is charged with working with the Session to establish the overarching missional disciple-making culture of the church and to develop and equip disciple-making leaders. As a pastor on staff, he will engage in broad pastoral ministry, including teaching, preaching, counseling, and overseeing various ministries, but with the particular focus of not simply doing the work of ministry but also raising up other leaders for the ministry (Eph. 4:11-13). He will approach his labors in a manner that evidences an understanding that he is accountable to God, to the rest of the Session, and to the membership of the church.

QUALIFICATIONS

- Demonstrates a deep Gospel-humility, while also being confident and passionate about accomplishing great Kingdom purposes in reliance on the power of the Holy Spirit.
- Affirms core beliefs and doctrinal standards of CFC, and models the life of a disciple who embodies CFC’s Purpose, Vision, and Values.
- Exhibits leadership with strong interpersonal skills that can adapt to various personalities and contexts.
- Evidences biblical character in personal life, family relationships and ministry and a demonstrated desire to grow both spiritually and professionally.
- Remains free from addictions.
- Seminary degree and 5+ years in full-time ministry preferred, with experience in discipleship, education, and missions ministries.

RESPONSIBILITIES & DUTIES

1. Discipleship Ministry Leadership

- Takes leadership in establishing a missional discipleship culture throughout the church.
 - Develops and executes a discipleship pathway and leadership development plan to ensure that the CFC’s Vision and Purpose are integrated into discipleship efforts throughout all ministries.
 - Ensures extension of discipleship pathway and programs to Children and Youth Ministries, Men’s and Women’s Ministries, and to other appropriate ministries as part of overall Discipleship Ministries.
- Explores and develops opportunities to connect CFC ministries and disciples with missional opportunities in our community and around the world.



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- Provides leadership to encourage evangelism to and through CFC people for the sake of the lost in our community.
- Serves on ministry teams as appropriate, including the Covenant Missions Team (CMT) to support a cohesive missional vision with CFC's Discipleship Ministries.

2. Equipping and Leadership Development

- Serves as a steward of the church's most valuable resource: God's people. Raises up, equips, supports and encourages God's people to become lay leaders within His church in accordance with the CFC's Vision and Purpose.
- Coordinates the planning and execution of ministry leader training and equipping activities alongside Session and Pastoral Staff.
- Helps select and plan church-wide equipping events and programs (e.g., Marriage and Parenting seminars, Missions/Evangelism training, Counseling/Shepherding talks).

3. Additional Ministry Leadership

- Worship Leadership and Preaching - Serves as regular worship/liturgy leader and preaches regularly as coordinated with Senior Pastor (approx. 1/month) and approved by the Session.
- Pastoral Care - Provides pastoral care, counseling, or mentoring as opportunities arise, to support the spiritual growth of the church.

4. Connectionalism

- Actively participates in Presbytery and seeks to serve on a Presbytery committee to ensure CFC embodies our Presbyterian polity ideals by being connected to the regional expression of the Body of Christ.
- Looks for ways for CFC to help lead in our Presbytery's regional vision for the church.

APPLICATION

To apply, please send a one-page cover letter, resume and two sermon recordings to admin@covenantnj.com.

ABOUT COVENANT FELLOWSHIP CHURCH

CFC is a Gospel-centered, loving community aspiring to joyful obedience to the Lord shown in gospel-advancing acts of faith. As disciple-making disciples, we aim to participate actively in the Kingdom-building process by winning people to Christ and growing them up in Christ, to live out our vision to see lives transformed by the gospel of Jesus Christ. CFC is a member of the Presbyterian Church in America (PCA). Located in West Orange, New Jersey, a suburban township within commuting distance to New York City, we are a mid-sized, predominantly Asian American congregation today. However, we welcome greater ethnic diversity within our church family and leadership staff as God provides.

Our purpose as a church is identical to our purpose as individual believers. In the words of the Westminster Shorter Catechism, that purpose is to glorify God and to enjoy him forever. Our



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vision is to see lives transformed by the gospel of Jesus Christ. To see that vision accomplished, our church focuses on four core values summarized by the acronym G.L.A.D.:

- Gospel-centered Biblical truth: We trust and treasure our Lord Jesus Christ, and endeavor to center all of our ministries and lives in Him, guided by Scripture, the living Word of God.
- Loving community: We are a church family, unified in Christ, committed to helping one another live out God's will for our lives and to loving one another the way that He has loved us so that the world might know that we are His disciples.
- Acts of faith: We aspire to joyful obedience, bearing the fruit of the Spirit and shining the light of the gospel into every sphere of life, all nations, and to the ends of the earth.
- Disciple-making disciples: We aim to participate actively in the Kingdom-building process of 1) winning people to Christ (evangelism); 2) growing them up in Christ (discipleship); and 3) sending them out to proclaim Christ for the sake of making new disciples.
