



## Trinity Presbyterian Church of Orange County Job Description

**Job Title:** Associate Pastor of Discipleship  
**Reports to:** Lead Pastor and Session  
**Status:** Full Time

### RESPONSIBILITIES

**Discipleship Ministries** | *Setting vision, overseeing structure, and providing pastoral leadership over the discipleship ministries of our church.*

#### Setting Vision and Mobilizing Ministry

- In conjunction with the session, refine a clear vision and philosophy of the church's discipleship ministry.
- Communicate this vision effectively and regularly with the church.
- Mobilize the church to create a culture where people are known, cared for, and prayed for by one another.
- Train, equip, and encourage people to lead in discipleship relationships/ministries.

#### Families, Youth, and Kids

- Develop the church's overall strategy for partnering with parents in discipling the next generation (from birth to high school graduation).
- Oversee all staff related to family ministry, including TrinityKIDS director, Youth Ministry coordinators and interns.
- Build, direct and coach lay ministry leadership teams working in Kids and Youth ministries.
- Ensure a regular connection between church and home.
- Selection of kids and youth content and curriculum.

#### Adult Discipleship

- Facilitating classes, courses and experiences that equip people with biblical wisdom for following Jesus and effective witness to the world.
- Provide direction, support and encouragement to Men's and Women's ministries.
- Help plan and execute strategic retreats - family, men's, women's, leaders, etc.

**Community Groups** | *Cultivating healthy community groups and investing in group leaders.*

**Provide Direction and Vision**

- Lead with and communicate a clear theological vision for the ministry.
- Create a ministry calendar and effectively communicate with group leaders.
- Monitor group health.
- Oversee content and resources for community groups.
- Work with Lead Pastor to strategize how sermon series or other key church-wide themes can be deployed into groups.

**Develop Leaders**

- Build a team of leaders to work alongside you in planning and oversight.
- Invest in and care for Group Leaders.
- Develop a clear pathway for recruiting, training and approving new CG leaders.

**Pastoral Leadership and Care** | *Shepherding, teaching and leading the church as a whole.*

**Teaching and Leading**

- Preaching (~6-10 times/year).
- Regularly lead in worship, liturgy, and sacrament on Sundays.
- Teach and facilitate church-wide classes and courses.
- Assist with teaching our Trinity membership class.

**Pastoral Care and Oversight**

- Maintain a life of prayer - communion with God, intercession for our people.
- Contribute to the care and oversight of the entire church at the session level.
- Assist with pastoral visitation and counseling.
- Maintain policies that protect the safety and well-being of our kids and youth.

**EXPECTATIONS**

**Pastoral Formation & Mission**

- Live out of a Gospel "Rule of Life" (a grace-centered, missional rhythm of life rooted in communion with Jesus).
- Keep a regular weekly Sabbath.
- Clear commitment to ongoing growth in spiritual-emotional health.
- Continued pastoral learning and development.
- Maintain presence with the people and places God has opened up to you for gospel mission.

### **Team Ministry**

- Attendance at weekly worship, pastoral meetings, staff meetings and session meetings.
- Family participation in the life of the church.
- Active involvement in Presbytery.
- Receive regular evaluations from Lead Pastor and Session - focused on both the Being and Doing of pastoral ministry.

### **REQUIREMENTS**

1. Experience of 5-7 years+ of related church or ministry experience.
2. A passion and a vision for seeing people formed in Christ.
3. Theologically trained - completed theological education (MDiv or MA).
4. Denominational Buy-in - ordained in the PCA or ability/desire to move toward ordination in a timely fashion. Enthusiastic theological alignment with the PCA.

### **DESIRED QUALITIES**

1. Love people - a genuine enjoyment of people from all backgrounds and ages.
2. Team builder - an entrepreneurial but not independent working style; able to strike the balance of working as a team player, while also taking initiative as a self-starter.
3. High self-awareness - a clear ability to read yourself and how others experience you.
4. Theologically driven - can articulate a clear biblical-theological "why" behind the strategies employed for ministry.



## **WHO WE ARE**

Trinity Presbyterian Church of Orange County is located in Orange, California, established in 1997. We are a growing multi-ethnic and multigenerational church of about 300 people. We are a warm and welcoming body that is intentional in creating a community of belonging for people anywhere in their journey of faith to encounter Jesus. Though we are regionally spread, we “do life” together in community groups. Our vision is to be a church that is deeply rooted in the gospel as we seek to follow Jesus into the renewal of all things - our lives, our communities and our world. We are a member of the Presbyterian Church of America and a partner church of the Redeemer City to City network. You can learn more about our church, vision, values and beliefs at <https://www.trinitypresoc.org>.

## **QUESTIONNAIRE**

Please type responses to the below questions to give insight into your life and approach to ministry. Please limit responses to 3-5 sentences per question.

1. Describe your ministry philosophy for kids, youth, and families.
2. What do you think are the most important elements of a church's ministry of discipleship?
3. Describe how you came to enter full-time ministry.
4. What area of ministry is most life-giving to you?
5. Where do you see yourself in your ministry in 5 years?
6. Describe one way you've been successful in building a team of leaders.



## HOW TO APPLY

Please send the following to [jobs@trinitypresoc.org](mailto:jobs@trinitypresoc.org)

- Resume
- Cover letter
- Questionnaire responses
- Sermon recordings (at least 2, links preferred)
- References

Please use the following format to label all attachments: **FirstnameLastname\_File**  
(e.g. JohnSmith\_Resume, JohnSmith\_Coverletter, JohnSmith\_Questionnaire, etc.)

## APPLICATION PROCESS

Applications will be reviewed on an ongoing basis. We will begin interviewing candidates in early February.