



COVENANT
CHURCH of NAPLES | PCA



SHEPHERDING

SHEPHERDING PASTOR

To contribute to the mission and vision of Covenant Church by ensuring every member is connected to, and well-cared for, by the church in all of life's circumstances. This will include administrating the shepherding ministry primarily through the small groups ministry and secondarily through Stephen Ministry, visitation ministry, and the counseling center.



OUTCOMES REQUIRED OF THIS POSITION:

1. Shepherds are wholeheartedly engaged as evidenced by their attendance at shepherding meetings and regular testimonies shared of both successes and failures.
2. As a loving family, new members are in a shepherding relationship within two months of their join date.
3. Small group leaders are continually being identified, trained, and launched.
4. Discipline cases are pastorally and intentionally managed for God's glory, the purity of the church, and the restoration of the sinner.
5. People are cared for by a network of different ministries within the church.

MAJOR TASKS AND RESPONSIBILITIES

- Build upon and strengthen the shepherding ministry:
 - Recruit and equip new shepherds to meet the demands of a growing membership
 - Plan and execute the shepherding ministry meetings which include trainings in both care and small group leading as well as encouragement to the shepherds
- Grow the small group ministry in both numbers and spiritual depth
- Provide pastoral support for Stephen Ministry and the Counseling Center
- Develop new lay teams and nurture existing teams to meet the care needs of the church by having clear success measures. This includes new visitors for the visitation ministry, new facilitators for Griefshare, and new lay-shepherds for the shepherding ministry
- Oversee church discipline by working alongside Session in both formal and informal cases
- Support the process of turning “searching visitors” into “shepherded members” through direct work with the lay ministry director
- Assist in pastoral duties such as premarital/marital counseling, funerals, church discipline, administration of the sacraments, and teaching and preaching as required
- Work closely with Pastor of Ministries to ensure the session and other stakeholders are aligned toward our shepherding objectives
- Directly manage following people
 - Lay Ministries Director
 - Counseling Director
 - Visitation Coordinator
 - Small Group Coordinator (Lay position)
 - Shepherding Committee (Lay Committee)
 - Small Group leaders and Lay shepherds
 - Administrative Assistant

KEY RELATIONSHIPS

- Pastor of Ministries (Supervisor)
- Session

QUALIFICATIONS

- Ordained PCA pastor or readily ordainable in the PCA
- Significant experience in shepherding, small groups, and pastoral care
- Exhibit spiritual gifts of administration/leadership and mercy
- Demonstrated ability to form effective teams and collaborate across different church ministries
- Able to embrace the culture of Covenant Church and Naples, FL

If interested, please send your resume and cover letter to Chris.voorhees@covenantnaples.com



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