



# TRINITY Presbyterian Church

301 N Florida Ave ~ Lakeland, FL 33801  
863-603-7777 ~ [trinitylakeland.org](http://trinitylakeland.org)

## Profile

A city transformed: Loved by God the Father, saved by Jesus His Son, empowered by His Spirit, called by God to reach our city with His Love. This is the vision at Trinity Presbyterian Church and in order to better equip and enable our members to be leaders and reach our city, we are looking to hire a Pastor for Discipleship.

Trinity started in Lakeland, FL as a church plant of 10 families in 1997 and has grown to an average attendance of 565. Check out Lakeland at [newtolakeland.com](http://newtolakeland.com). The numbers only tell part of the story as we have planted five churches since 2005, when we sent Lyle Caswell with 75 people to southeast Lakeland to start Christ Community. You can read more about the network of our daughter and granddaughter churches at [renewpolk.org](http://renewpolk.org). Currently, Trinity is comprised of 400 communing members and 213 covenant children; we have a lot of kids!

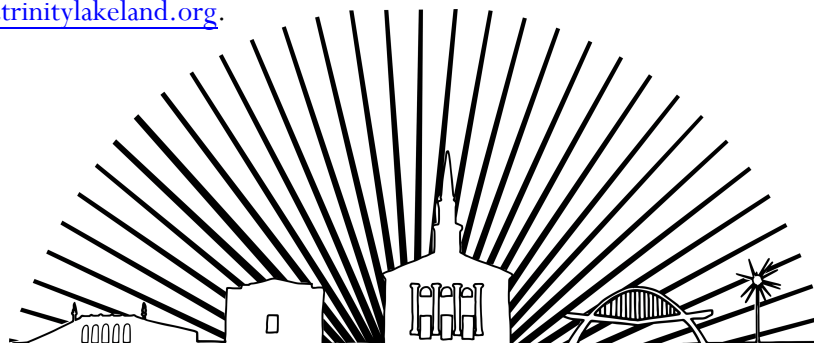
Our Children's Ministry provides a Kid's Worship class for infants through 5<sup>th</sup> graders, which they attend after singing in corporate worship. Student Ministry serves an average attendance of 80 middle and high schoolers and strives to assist parents in their work with their children through discipleship and a large group meal and meeting on Wednesday nights. We have around 100 college students in our Campus Outreach Ministry, which is currently on Southeastern University and Florida Southern College campuses, and soon to expand to the University of South Florida.

In 2007, we started Community Bible Reading which has become a staple for us and our church plants. As a body of believers, we follow the same Bible reading schedule, which takes us through the Bible each year. Our Call to Worship and Assurance of Pardon are typically taken from that week's readings. Check out [communitybiblereading.org](http://communitybiblereading.org). We also journal, in solitude and together using the Seeing Jesus Together journal – [seeingjesustogether.com](http://seeingjesustogether.com).

Our finances have grown steadily following the 2008 recession, after the sending of each church plant and through the coronavirus pandemic. We own our 50,000 ft<sup>2</sup> building with no debt. The church building is in excellent working order and several main areas were renovated in 2017 after a capital campaign allowed us to make these improvements debt-free.

Due to growth in attendance, we have moved to two corporate worship services from August to Memorial Day (8:45am & 10:30am). To see what our liturgy and music are like we encourage watching our service on [YouTube](https://www.youtube.com), but in person is always better!

In 2022 we restructured our elders into three teams, Teaching, Shepherding and Oversight – with all three answering to the Full Council of Elders. This division of labor has helped us plan strategically and focus on our recent growth and our plan for the future – resulting in the development of the attached job description, the Pastor for Discipleship. This new position will be an integral member of our Executive Staff and will oversee our Community Group Ministry and Men's Ministry, and promote discipleship strategies and support for our Women, Young Adult, Student and Children's Ministries. To apply email resume to [frank@trinitylakeland.org](mailto:frank@trinitylakeland.org).





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## **PASTOR FOR DISCIPLESHIP**

**POSITION OVERVIEW:** The Pastor for Discipleship is to promote, shape, and support a holistic discipleship strategy for TPC including the following ministries: Community Groups, Men, Women and Young Adults Ministry, Student and Children Ministries. The Pastor for Discipleship will be part of the Executive Staff and will receive direction, encouragement and accountability from Tim Rice as determined by the Oversight Team.

## **MAJOR RESPONSIBILITIES: IN ORDER OF PRIORITY & IMPORTANCE**

### **Community Group Ministry: 50%**

1. Support the spiritual and relational well-being of the Community Group Leaders.
2. Collaborate with the Shepherding Team to refine and further develop the Community Groups strategic plan.
3. Design and oversee our assimilation processes and assist new attenders at TPC in assimilating into church life and ministry.
4. Implement the comprehensive Community Group Ministry Plan:
  - a. Oversee recruiting, training, equipping, coaching, and resourcing of Community Group Leaders.
  - b. Assist members and regular attenders with integrating into a particular community group.
  - c. Collaborate with the Teaching Team to develop and implement all materials used in community groups.
  - d. Communicate with the congregation and leaders and promote ongoing involvement in community groups at Trinity.
  - e. Lead the planning and implementation of events, seminars, and training for community groups.

### **Men's Ministry: 30%**

1. Design, implement and oversee a ministry strategic plan for TPC men.
2. Assess and assist grass roots efforts of men's discipleship and unify platforms.
3. Collaborate with Shepherding Team to develop strategy.
4. Collaborate with the Teaching Team to approve material and curriculum.
5. Lead the planning and execution of retreats.



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## **Overall Discipleship Strategy: 20%**

1. Create an atmosphere of collaboration with the following ministries: Community Groups, Men, Women and Young Adults Ministry, Student and Children Ministries to create, implement, and support a holistic discipleship strategy for TPC.
2. It is our expectation, in the coming years, the Pastor for Discipleship will lead and manage the Discipleship Framework and Strategies for TPC.

## **PERSONAL AND PROFESSIONAL DEVELOPMENT:**

1. Maintain his own spiritual growth and integrity in Christ both personally and with his family, especially by public worship, secret worship and family worship, with accountability.
2. Effectively balance work, family and personal aspects of life.
3. Actively seek to learn and sharpen your professional skills. Read books and obtain resources related to your calling and position. Pursue seminars, conferences, or similar professional development opportunities as much as possible.

## **QUALIFICATIONS:**

1. Education and Experience:
  - a. Masters from a seminary recognized by the PCA or equivalent.
  - b. Experience in project management, operations and personnel management are preferred.
  - c. Ordination in the PCA preferred.
2. Character and Competence:
  - a. Excellent at self-management and self-directed work.
  - b. Relates to staff as a leader and a coach, able to provide direction and delegate responsibility and tasks while not afraid to also do the work when necessary.
  - c. Must be a collaborative leader being able to cast vision, recruit, train, inspire, motivate and evaluate volunteers and staff; able to build a strong, healthy team environment.
  - d. Strong interpersonal and communication skills – both written and verbal.