

Valley Community Baptist Church – Job Description

Position Title Pastor of Adult Discipleship

Purpose of Position The Pastor of Adult Discipleship is responsible for leading discipleship for adults, a key focus of the church. Leadership includes recruiting, training, and discipling leaders who will in turn disciple others. Oversight includes strategizing and comprehensive leadership.

Candidate Attributes & Qualifications To be effective in this role, a successful candidate will be a growing, committed disciple of Jesus Christ, who is Evangelical and Baptistic in convictions and possesses many of the following core gifts or passions:

1. Agreement with the Affirmations of Faith of the VCBC Constitution.
2. A commitment to spiritual transformation.
3. A passion for discipleship and an understanding of how to design and implement strategies to disciple larger numbers of people.
4. Strong theology of discipleship and spiritual growth.
5. Ability to think strategically to disciple other leaders.
6. A gifted leader and team-builder who can call people to share a compelling vision of discipleship and spiritual growth.
7. A collaborative style of leading up and down in the organization, as opposed to a top-down authoritarian style of leadership.
8. Deep understanding about how adults learn and make decisions.
9. Competence with the adult demographics and differing cultural contexts as they impact discipleship.
10. Ability to create an environment where ministry servants on staff and lay working teams are loved, encouraged, and supported in their growth as disciples.
11. Strong desire to honor God and inspire His people through excellence.
12. Strong ability for recruiting and leadership of core volunteers.
13. Master's degree or equivalent required.
14. Candidate who is ordained or ordainable is preferred.
15. Seven to ten years of Discipleship, Christian Growth or Spiritual Formation experience required; preferably in a large-church setting.

Continued on next page

Key Working Relationships

1. Reports to the Executive Pastor.
 2. Functions cooperatively as a member of VCBC's senior staff leadership team responsible for leading the overall ministry of Spiritual Growth and Discipleship.
 3. Supervises the Adult Ministry Associate and an Administrative Assistant.
 4. Disciples, leads, and supports the volunteer leaders within Adult Discipleship Ministry.
 5. Collaborates with other staff regarding discipleship and spiritual growth ministry efforts.
-

Ministry Responsibilities

1. Supports and advances the vision and direction of the church in unity with the staff and lay leadership.
 2. Develops strategies and approaches to connect people and ministries of the church to the overall church's vision of discipleship.
 3. Partners with other staff members to develop strategies for integrating adult discipleship ministries throughout the church.
 4. Articulates and calls people to a vision for healthy discipleship and spiritual growth.
 5. Identifies, mobilizes, trains, and discipled adult leaders who in turn will disciple others (this is done through groups, classes, and other ministry programming as appropriate).
 6. Oversees and leads men's and women's ministries, communities, groups, and other strategic initiatives.
 7. Builds and leads a healthy staff and volunteer team by shepherding, discipling, mentoring, equipping, and encouraging the team members.
 8. Establishes and implements a yearly evaluation process with measurable goals that facilitate dynamic and growing ministry.
 9. Provides organizational leadership and accountability for the Adult Discipleship team, which includes planning, budgeting, etc.
 10. Participates in a group for his own spiritual growth.
 11. As needed: Preaches, performs baptisms, and officiates weddings and funerals.
 12. Other duties and responsibilities as assigned by the Executive Pastor.
-

Exempt: Yes
Date: April 27, 2021
Prepared By: KSH