



## Job Description: Discipleship Pastor

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**Department:** Ministerial

**Job Title:** Discipleship Pastor

**Reports to:** Executive Pastor

**Classification:** Full-time

### Job Description and Responsibilities:

#### **PURPOSE:**

The Discipleship Pastor is responsible for equipping God's people to do his work and empower members to be active as possible in the work of the church community. This position will also lead and oversee all key discipleship initiatives of the church, including small groups, and engage in activities that help members grow and mature in their faith. The Discipleship Pastor will also be responsible for all guest services, and other activities that ensure all people have a great first impression of Bayside.

#### **COMPETENCIES & EXPECTATIONS:**

- Growing relationship with Jesus Christ evidenced by action, attitude, and behavior.
- Possess strong belief in and extensive knowledge of God's word. Demonstrate application of God's word in daily living and in counseling of others.
- Demonstrate a lifestyle and family life that is consistent in word and practice with the teaching of Jesus Christ. Consistently meet and strive to maintain the leadership character qualifications as outlined in 1 Timothy 3:1-7 (qualifications for overseers).
- Understand and embrace the Bayside Baptist Church Articles of Faith and Church Covenant along with The Baptist Faith and Message 2000 of the Southern Baptist Convention.
- Realize and utilize individual spiritual gifts. (Romans 12:3-8; 1 Corinthians 12)
- Have a willingness to serve God and others rather than a desire to be served.
- Organizational and administrative abilities to lead multiple areas of ministry and coordinate many volunteers.
- Strong giftedness and confidence in public teaching, preaching, and various forms of communication.
- Proven skills in Small Group ministry contexts, specifically in the areas of group leadership and leader training.
- Strong ability to work with people of various temperaments, gifts, passions, and church backgrounds.
- Desire to work closely with others (especially staff) to develop meaningful relationships.

## **ESSENTIAL JOB FUNCTIONS:**

- Develop Bayside's Small Group ministry as the primary avenue for the spiritual growth for members.
- Work with Ministerial team to develop vision, goals, and benchmarks for the Small Group Ministry
- Evaluate and recommend curriculum for Small Groups
- Continually recruit, train, and empower Small Group leaders and equip them to disciple others.
- Develop a clear and effective strategy to help attendees easily and efficiently take the next step in their relationship with God and assimilate into our church community. Steps include but are not limited to attending a New Christian class, Baptism, and other available classes.
- Continually build the ministry with qualified leaders so that more responsibilities are shared by capable people and strong relationships of spiritual growth are fostered.
- Oversee and give direct staff support to the Guest Services Team so that the team leader is better equipped to meet the rising demands of the church.
- Meet regularly with core lead pastoral team to address strategy and pastoral care.
- Manage appropriate discipleship-related budget lines.
- Fulfilling other pastoral and administrative duties as requested by the Executive Pastor/Senior Pastor.
- Perform other duties as assigned.

## **EDUCATION & EXPERIENCE:**

- Bachelor's degree
- Seminary training preferred but not required.