



## **Discipleship Pastor Job Qualifications**

### **Purpose:**

The role of the Discipleship Pastor is to lead Bethesda Church's ministry programs which exist to grow believers into godly disciples for the glory of God.

Bethesda Church offers a diverse range of ministries for all age groups. The Discipleship Pastor focuses on empowering leaders within these ministries by providing resources, recruitment support, training, and pastoral care. The aim is to develop strong leaders who can effectively guide and nurture their ministries, fostering the spiritual growth of our church community.

Additionally, this role functions as a "number 2" position, working closely with the Senior Pastor to creatively devise new strategies for cultivating healthier disciples at Bethesda Church.

### **Necessary Attributes**

- Exhibits godly character and meets the qualifications for eldership as outlined in 1 Timothy 3:1-7
- Demonstrates strong organizational and multitasking abilities
- Relates well to church members of all ages, from children to senior adults
- Proactively takes initiative in implementing programming and solving problems.
- Competent leader who empowers others

### **Minimum Qualifications**

- Strong leadership skills and excellent interpersonal abilities with fellow team members.
- Proven track record of managing others and working effectively within teams
- Effective communication skills with church members and leaders
- Proficient computer skills, including Google Workspace, Excel, and Word
- Previous ministry experience, preferably within a local church setting

### **Preferred Qualifications**

- Undergraduate degree in Christian education, biblical studies/theology, discipleship, or family ministries, with a willingness to pursue graduate studies if not already started or completed.
- A married man whose leadership of his household and life serves as a godly model for the Christian family

### **Additional Information**

The position of Discipleship Pastor is a full time, salaried position and the salary is at a projected 40 hours per week, which includes the fulfillment of workplace expectations (see job description). The actual number of hours required during any given week are those needed to fulfill the responsibility of that position.

# Discipleship Pastor Job Description

**Candidate:**  
**Revised August 27, 2024**

**Supervisor: Pastor Aaron Garza**

## Role Overview

The Discipleship Pastor will partner alongside the Senior Pastor to lead and enhance the Christian education and spiritual formation programs at Bethesda Church. This role is essential in developing and supporting ministry leaders and ensuring the growth and integration of church members into the life of the church.

### I. **Discipleship: Partner with the Senior Pastor to oversee Christian education and spiritual formation programming.**

#### 1. **Student Education Supervision**

**Core Team:** Nursery Coordinator, Children's Sunday School Coordinator, AWANA Committee, Youth Pastor

**Focus:** Equip family units with resources for effective discipleship

#### 2. **Adult Education Supervision**

**Core Team:** Adult Sunday School Coordinator, Women's Ministry Coordinator, SAMS Coordinator, Celebrate Recovery Coordinator, Librarian

**Teaching:** Be available to assist leaders with teaching when necessary

**Development:** Create and manage a robust adult small groups program

#### 3. **Assimilation**

**Guest Connection:** Facilitate connections for guests to relevant ministry opportunities and assist the Senior Pastor with the membership application process

**Volunteer Support:** Aid ministry leaders in recruiting, training, and screening volunteers

### II. **Participation in Shepherding Responsibilities with Elder Team**

1. **Preaching Opportunities:** Deliver occasional Sunday morning sermons

2. **Pastoral Care:** Partner with the Senior Pastor in providing pastoral care, including hospital visits, funerals, weddings, and general visitation

### III. **Workplace Expectations**

1. Work Schedule: Monday – Thursday, Sunday

2. Meetings: Regular attendance at church staff meetings, Elder and Deacon meetings (first Monday/Tuesday of each month)

3. Service Participation: Actively involved in leading and assisting in various aspects of the Sunday morning experience.

### IV. **Personal Growth**

1. Devotional Life: Maintain a daily devotional time with the Lord

2. Sabbath Observance: Observe a weekly Sabbath (Friday)

3. Prayer Room: Attend the prayer room weekly (once operational)

4. Mentorship: Regularly meet with the Senior Pastor for affirmation, evaluation, and equipping.