

## **Position: Discipleship Pastor**

**Reports to:** Teaching Pastor

**Job Status:** Full Time Salary / Exempt

### **Job Description**

The Discipleship Pastor, in alignment with Five Stones Church's mission, vision, and values, leads the cultivation of authentic, biblical community and a healthy, multiplying culture of discipleship. This role provides spiritual and strategic oversight of life groups and discipleship pathways, helping people take meaningful next steps with God. This pastor is a man who equips, supports, and shepherds life group leaders and provides oversight of adult ministries by building healthy teams that create environments where people are known, cared for, and formed as disciples of Jesus.

### **Primary Responsibilities**

- Provide vision, leadership, and pastoral oversight for all adult ministry environments, cultivating authentic, biblical community in alignment with the church's mission, vision, and values.
- Lead the development, health, and expansion of groups for adults across all life stages and backgrounds, ensuring groups are accessible, healthy, and multiplying.
- Recruit, train, coach, and shepherd adult ministry leaders in partnership with staff and servant leader coaches, offering ongoing encouragement, prayer, accountability, and practical tools.
- Build and sustain a healthy leadership pipeline by identifying, equipping, and exporting emerging leaders into group leadership and ministry multiplication.
- Develop, refine, and oversee clear discipleship pathways that help people take their next step with God and grow as disciples of Jesus.
- Champion a culture of intentional discipleship that prioritizes spiritual formation and relational investment over program participation.
- Establish clear on-ramps and assimilation processes so guests, attenders, and partners can easily connect into adult ministries, collaborating with related ministries.
- Provide pastoral leadership and strategic direction for adult ministries with responsibility for vision, discipleship alignment, and overall ministry health.
- Maintain regular rhythms of connection with adult ministry leaders to provide spiritual encouragement, leadership accountability, and ongoing development.
- Evaluate and guide group structures, curriculum strategies, seasonal studies, and leader resources to ensure they are spiritually formative and mission aligned.
- Regularly evaluate the health of the adult ministry groups through participation trends, leader development, multiplication, and relational engagement.
- Provide pastoral care as needed, including spiritual guidance, crisis care, hospital visits, weddings, funerals, and related pastoral responsibilities.

- Serve as a contributing member of the teaching team.
- Manage ministry budgets responsibly within established financial parameters.
- Model humility, unity, trust, and faithfulness within staff and servant leader culture, strengthening collaboration and shared ownership across the church.
- Collaborate with necessary staff to ensure all related communication, production, events, purchasing, etc. are completed according to established procedures.
- Assist with other tasks as assigned.

### **Qualifications and Skills**

- A qualified man of God who has a growing and vibrant relationship with Jesus Christ, with life and ministry aligned to the mission, vision, and values of Five Stones Church.
- A partner of Five Stones Church or willing to become a partner.
- A person of integrity, authenticity, and humility, marked by a servant's heart, emotional maturity, and a shepherding posture.
- A clear calling to pastoral ministry with demonstrated experience in discipleship, small groups, and/or community-based ministry leadership.
- Proven ability to lead, develop, and empower leaders and volunteer teams through relational investment and spiritual guidance.
- Relationally strong, with emotional intelligence and the ability to build trust, communicate clearly, and shepherd people across diverse life stages.
- Demonstrates sound judgment, discretion, and faithfulness in handling sensitive pastoral situations and confidential matters.
- Strong organizational leadership skills, with the ability to steward multiple responsibilities while remaining people-focused and pastorally present.
- Clear and effective written and verbal communication skills.
- Committed to ongoing spiritual growth, self-awareness, and continual development as a leader and disciple of Jesus.
- Comfortable using basic digital tools to support communication, organization, and ministry coordination.
- Ability to meet the physical and practical requirements of the role, including adequate vision, hearing, and speech; ability to lift up to 35 pounds; and a valid driver's license.

### **Experience**

- Bachelor's Degree
- Experience leading life groups, small groups, or discipleship environments within a local church.
- Experience developing and coaching volunteer leaders through relational, gospel-centered leadership.
- Formal theological training or ministry education (Bible college, seminary, or equivalent experience) is preferred, but not required.

*The above statements are intended to describe the general nature and level of work being performed by individuals assigned to this position. They are not intended to be an exhaustive list of all duties, responsibilities, and skills required of employees. Five Stones Church reserves the right to revise the position, its job functions, minimum qualifications, and other aspects of the position in any way at any time.*