



### **Objective:**

The Discipleship Pastor at NorthPoint Church exists to champion and communicate NorthPoint's established Discipleship Pathway, developing strategies that clearly invite people to take their next step in following Jesus. This role provides leadership for community groups, classes, and connection opportunities, while equipping leaders and volunteers to guide others into meaningful growth and community. The Discipleship Pastor also provides spiritual care, prayer, and biblical guidance to individuals and leaders, modeling what it means to follow Jesus personally and authentically. Through clear communication, relational investment, and leadership development, the Discipleship Pastor ensures that every person at NorthPoint is welcomed, connected, and equipped to walk the pathway of discipleship.

**Compensation/Status:** Full-time, annual salary (commensurate with experience), exempt status. Benefits include group health insurance, paid vacations, retirement plan with employer match, etc. Refer to the NorthPoint Employee Handbook for details.

### **Key Responsibilities:**

#### **Cultivating Ministry**

- Oversee and implement NorthPoint's Discipleship Pathway through:
  - Inviting the congregation into the community through classes, groups, Bible studies, or care ministries.
  - Work closely with the creative team to develop invitations to the next step in discipleship.
  - Develop curriculum for groups during larger all-church series or initiatives.
  - Ensure Pathways classes are scheduled and offered through our 18-month cycle.
  - Design onramp seasons to help people join or launch new groups.
  - Design a scalable process for effectively placing people into groups and modify it when needed.
- Oversee Baptism and Pre-marital Counseling efforts of NorthPoint.

- Provide pastoral care and prayer support for individuals and families engaged in the discipleship process.

### **Leadership Development**

- Identify, recruit, & equip new group leaders and pathway class teachers.
  - Maintain regular communication with existing groups ensuring group leaders feel supported and have the resources they need.
  - Create a clear pipeline to become a community group leader, pathway class teacher, and any other leadership roles needed throughout our discipleship pathway.
  - Train and empower volunteer leaders who can multiply current efforts by stepping into areas of responsibility.
  - Provide helpful content, ongoing training, and care for volunteers through meetings, lunches, and regular touchpoints.

### **Operational Management**

- Oversee the NorthPoint Connections and Hospitality teams, ensuring the Sunday morning experience is ready for all guests and community members.
- Ensure the Discipleship Pathway is clearly communicated and accessible throughout NorthPoint.
- Create systems that allow NorthPoint easy access to the discipleship pathway both in opportunities to take discipleship and leadership steps.
- Provide pastoral presence and relational visibility on Sundays, personally engaging new guests and helping connect them to next steps in community.

### **The Discipleship Pastor is NOT:**

- A lone-ranger expected to teach, disciple, and lead groups on their own.

### **Qualifications:**

- A strong and growing personal faith in Jesus Christ.
- Understanding of the mission, vision, and values of NorthPoint church as well as the Cultivate Initiative.
- Experience in program development, implementation, and evaluation.
- Strong in operational management, delegation, and budget management.
- Excellent communication, interpersonal, and public relations skills.
- Ability to build and maintain effective relationships with diverse groups of people.
- Experience in staff and volunteer management.
- Self-starter and creative, with the ability to collaborate with others.

**Relationships** of the Discipleship Pastor included:

|                           |                                                                                                       |
|---------------------------|-------------------------------------------------------------------------------------------------------|
| <b>Reports to</b>         | Executive Pastor                                                                                      |
| <b>Works closely with</b> | All Ministry leads                                                                                    |
| <b>Leads</b>              | Women's Ministry Lead, Hospitality/Connections Team, Community Group leaders, Pathway class teachers. |
| <b>Supports</b>           | Other ministry leads and church leadership                                                            |

**Success** of the Discipleship Pastor is defined by:

- Excitement and intentionality align with NorthPoint's mission, values, strategy, and impact of our church.
- All of NorthPoint is invited to take the next step God is leading them into through clear invitation into the discipleship Pathway.
- NorthPoint community members, as well as the surrounding community, are being connected to the Body of Christ.
- Volunteers are consistently recruited and adequately equipped to serve.
- Leaders are being developed to expand ministry and outreach efforts.
- NorthPoint staff and leaders are supported and encouraged.

To apply, please send your resume and cover letter to Tonya Amos – [Tonya.amos@northpointdsm.com](mailto:Tonya.amos@northpointdsm.com)