Discipleship Pastor Job description

At Freshwater Church, our mission is to be a gospel-centered community that makes committed followers of Jesus Christ, helping people strive to have the seven marks of a healthy disciple. We seek a Discipleship Pastor who is passionate about guiding Freshwater toward spiritual maturity and deeper discipleship. The Discipleship Pastor will be responsible for creating, managing, and executing programs that foster discipleship and Christian growth. This includes overseeing Life Groups, Care Groups, Men’s and Women’s Discipleship, new believer discipleship, Conferences, and supporting various Ministry Teams. The ideal candidate will have a strong commitment to biblical teaching, excellent communication and organizational skills, and a heart for evangelism and discipleship, and excellent interpersonal skills. This role requires a collaborative spirit, as well as the ability to recruit, train, and develop leaders within the church, ensuring that all aspects of the Discipleship Ministry align with sound doctrine and our mission to make disciples of Jesus Christ.

## 7 marks of a health disciple.

Everything at Freshwater is geared towards producing these marks in the life of every disciple in our church. We believe there is nothing more important than our call to make disciples. We have identified what we see as the ideal healthy disciple. The discipleship pastor will design his vision for the discipleship ministry of Freshwater around the goal of making healthy disciples with these 7 marks.

1. Gospel-Centered Foundation
2. Deep love for God
3. Transformed by Scripture
4. Walking in Holiness
5. Spirit Led
6. Eager for Community
7. Making Disciples

## QUALIFICATIONS:

1. Meets the requirement of 1 Timothy 3:2-7 and Titus 1:6-9.
2. Demonstrates a clear call to a vocational ministry.
3. In total agreement with Freshwater beliefs.
4. A degree in Biblical Studies or a ministry-related field is preferred.
5. Experience working in a church with Life Groups as their primary discipleship DNA.

## ESSENTIAL COMPETENCIES & ABILITIES:

1. Communications Skills. Strong oral and written communication skills.
2. Detail Oriented. Strong administrative, organizational, and interpersonal skills. Ensures that all tasks are done correctly, thoroughly, and with precision in a timely manner.
3. A Passion for Discipleship. Must possess a clear conviction that all God’s people are to make disciples and seek to fulfill the great commission.
4. A Missionary at Heart. Loves to engage lost people with the gospel. Must have the ability to train others to share their faith.
5. A Team Player. Maintain a humble spirit and commitment to teamwork with other pastors, staff, and church members.
6. Trust & Confidentiality. Maintain appropriate discretion and confidentiality regarding the personal information of Freshwater's people.

## RESPONSIBILITIES AND EXPECTATIONS:

* Oversee recruitment, training, and development of Life Group Leaders, bible study facilitators, and Care Class Facilitators.
* Ensure that sound doctrine is maintained in all teaching environments within the Discipleship Ministry.
* Develop a Life Group Coaching Team to support, resource, and care for Life Group Leaders and maintain a healthy and growing Life Group Ministry.
* Champion Discipleship by training and developing Disciple Makers who invest deeply in individuals seeking personal discipleship, creating a culture of Discipleship churchwide.
* Develop a Conference Team to plan, manage, and execute annual conferences like men’s, women’s, marriage, discipleship, etc.
* Develop and oversee Essentials Class material and teaching schedule
* Develop and/or Recommend ongoing Training and Resources for Leaders within the Discipleship Ministry.
* Develop a vision for how our Life Groups, Men’s Ministry, and Women’s Ministry work together to make healthy disciples.

GENERAL PASTORAL DUTIES:  
This position is, first and foremost, a pastoral position. Therefore, this person will be expected to perform several pastoral duties.

* Conduct weddings/funerals.
* Provide biblical counseling.
* Preach and Teach
* Attend staff meetings.
* Attend worship service.
* Oversee the budget for the discipleship ministry.
* Perform other duties as assigned.

## Life Groups

Life Groups are designed to be our primary ministry for producing healthy disciples deeply rooted in biblical study, committed to authentic community, devoted to prayer, engaged in mission, and passionate about multiplication. Our Life Groups will gather regularly to study the Scriptures, pray together, fellowship, and actively engage with the community while intentionally pursuing others to join and grow alongside them in their faith journey.

## Men’s Ministry

Men’s ministry is an opportunity for men to grow as disciples together. It includes coffee and connects, conferences, men’s retreats, and discipleship opportunities. We also offer men’s life groups.

## Women’s Ministry

Women’s ministry is an opportunity to meet the specific discipleship needs of the women of Freshwater. This includes opportunities for bible study, fellowship, women’s life group, conferences, and other various opportunities for women.

## Our women’s ministry includes our Wellspring Bible Studies. Wellspring is an avenue for women to grow in their knowledge of God and in their delight in Him through His Word.  There

## are two opportunities per year to journey through a study with a small group of ladies, spring and fall.

## NextUP

NextUP is our young adult ministry. It is a space where our young adults can grow together as disciples of Jesus. The NextUP ministry is very active. It has small groups, worship nights, conferences, and other opportunities for growth.

## The Essentials

Essentials class is designed to equip believers with the fundamentals of the Christian faith. This class meets once a year in January. It covers essential issues that every believer faces when they begin growing in their faith, like:

1. How to read and study the bible.
2. How to pray.
3. Do I really need church community?
4. Who is God?
5. What are spiritual gifts?
6. Does God care about my finances?
7. And various other subjects.

Eventually, this would expand to include 1:1 discipleship for new believers.