

Position Description Pastor of Discipleship First Baptist Church Richardson

Position Description--General

The role of the FBCR Pastor of Discipleship and is to promote and oversee the adult discipleship ministry of First Baptist Richardson. This will be accomplished via the development and implementation of the overall discipleship philosophy for the church. S/he will cast vision and help to increase involvement for certain of the adult discipleship ministries (Adult Sunday School, Bible Studies, etc.) of FBCR. Although education is a key component of this person's responsibility, this is not a "Pastor of Education"; rather the function is best described as "discipleship", facilitating the adults' growth in their spiritual lives, utilizing innovative techniques in the process. The Pastor of Discipleship will collaborate with the Serve Pastor and the Lifestage Ministries staff and lay-leaders to assist in the assimilation and spiritual growth process of adults in the church. The goal for the church and the goal for the Discipleship Pastor is the facilitation of Christ-empowered life-change of our adult church attenders. The means for this will include the interaction with various ministries that are offered and organized in church (and other) endeavors. The Discipleship Pastor will also have the key leadership role in defining and maintaining the church's adult connection function. This means that this pastor is monitoring our "back door" as visitors are in the process of evaluating the church as a potential home church. The Discipleship Pastor will also have the lead role in the establishment and execution of various leadership development ministries of the church. The Pastor of Discipleship reports to the Executive Pastor.

Responsibilities: The Pastor of Discipleship will operate in five key areas:

1. Leadership (50%)

The Pastor of Discipleship will lead in the following areas:

- Vision: Fully develop and cast vision for adult church discipleship for the church; develop, implement, and oversee an infrastructure that accomplishes the "Grow" {Be equipped to follow Jesus} strategy for adults of the church in concert with the overall vision of the church. Lead in the understanding of the church in the "clear path to discipleship."
- General Church Leadership Development: Have responsibility for developing adult leaders by planning and organizing leadership events and training. The goal is to continue the overall development of adult church leaders who will lead especially in various areas of the church.

- Adult Sunday School Leadership Development: Developing leaders capable of leading effective Sunday School, and other discipleship opportunities with the goal of developing disciple-makers in the church; planning and leading in effective and innovative techniques in the respective areas
- Adult Sunday School Oversight: Coordinate and lead Adult Sunday School ministries for the church; make adjustments, as needed, in the appointment of teachers and leaders of the church Sunday School ministries. Lead in the development of innovative approaches in Adult Sunday School which lead to more effective discipleship.
- Bible Studies: Oversee any gender specific or other Bible studies (e.g., Women's Bible studies; mid-week Pastor's Bible Study, etc.) Be the contact for outside Bible teaching ministries (BSF, etc.)
- Discipleship Liaison: Lead in the discipleship function in a collaborative role with other Life Stage staff, Serve staff, and Worship staff; ensure that teaching and discipleship curriculum and materials are consistent with the overall mission/vision of the church. It's important that this be a collaborative role with the Pastor involved in small groups ministries (the Young Adults Pastor) in such a way that advances the idea that the Adult Sunday School is not "in competition with" the adult small groups ministry.
- Ministerial events: Be the organizer, overseer and the contact person for the ministerial events that will be offered by the church

2. Adult Connection and Assimilation (20%)

The Pastor of Discipleship will lead in the following areas:

- Adult Connection: Proactively plan and execute our connecting function for our adults, to ensure maximum attention is paid to facilitating our visitors and members in being assimilated and connected to the church in meaningful ways.
- Attender Retention: Monitoring our "back door" so that adults who have interest in being part of the church are given sufficient communication and follow up concerning opportunities to connect.
- Team Development: Developing all volunteer teams necessary to accomplish the connecting component for the church. This includes greeters, ushers, parking lot attendants, and other Guest Services staff and volunteers. The Pastor of Discipleship will lead in the Next Steps ministry of the church as well.

3. Preaching/Teaching (20%)

- Preaching: Be available to preach in Classic and/or Contemporary Service as needed, anticipate approximately 10 preaching Sundays in Classic; Contemporary as needed
- Be available to teach various classes or groups, as needed

4. Story Telling (5%)

The Discipleship Pastor should be prepared to tell stories that encourage widespread discipling among all our church members. Good communication at all levels within the church is paramount. The Discipleship Pastor will:

- Find creative ways to tell the testimony and discipleship stories of the church and communicate in such a way that is inspiring
- Work with the Communications Director to plan ways of telling the stories
- Enlist Media Director and lay help to produce high-quality storytelling videos
- Maintain regular schedule of God Moments in Sunday morning worship services

5. Other (5%)

- Perform other pastoral responsibilities as required such as hospital visitation, weddings, funerals, etc.
- Other discipleship responsibilities: As assigned by the Executive Pastor

Team Member Contribution

The Pastor of Discipleship will actively contribute to the improvement of the ministry of First Baptist Church Richardson and provide prayerful support for the staff and volunteers as such:

- **Teamwork:** Functions well with co-workers, treating them with honor and grace.
- **Spiritual Encouragement:** Encourages spiritual focus and commitment by modeling the Core Values of First Baptist Church Richardson.
- **Staff and Church Member Relations:** Encourages cooperation, peace, and strives for biblical conflict resolution with co-workers and church members.
- **Improvement of Ministry Operations:** Contributes toward the improvement of the ministry as a whole.

Personal Qualifications Required

The Pastor for Discipleship will possess the following characteristics:

- The Pastor of Discipleship will be an encourager and advocate for passing faith to the adults of the church (Psalm 78:4)
- Will strive to be an example of making family a person's first and most important ministry (Deuteronomy 6:4-9)

- Will serve with compassion and humility (Col 3:12)
- Will make great effort to understand the needs of families (Prov 27:23) and will encourage and support families during struggles and challenges (2 Cor 1)
- If married, a strong marriage and family life visible to others
- When test and challenges arise, will seek guidance from the Holy Spirit (James 1:2-8)
- A heart for God that is evidenced by proven character and a spiritual-mindedness that understands that “apart from Christ we can do nothing.”
- Gifted as a preacher/teacher
- Demonstrates authentic and transparency in communication skills
- Strong interpersonal skills—ability to communicate persuasively and compassionately, both orally and in writing
- Strong knowledge and training in educational constructs and methods
- Able to establish and maintain appropriate standards for the accomplishment of ministry in a way that honors both God and people
- A passion for overseeing life-change in others
- A bias for action
- Personal initiative and diligence which produces follow-through in tasks
- Bible knowledge and theological knowledge as befitting a pastor
- Solid biblical/theological convictions which are aligned with the FBCR leadership
- A willingness to grow and adapt to the inevitable changes found in a growing local church
- Strives to bring glory to God through obedience as well as demonstrating love to others. (2 Cor 9:13)