



TITLE **Director of Discipleship / Assistant Pastor**

REPORTS TO **Senior Pastor**

INITIAL POSTING **June 2025**

PURPOSE

Extending Grace Discipling Generations is our church vision. Discipleship is central for our church. For the last couple of years, the Lord has pressed upon us the call to grow deeper as his people. In response, we have increased opportunities for spiritual growth, such as adding a Christian Education Hour to Sunday mornings. The Director of Discipleship's primary focus will be helping church members embrace the call to be disciples (ie: apprentices) of Jesus. Our church has an average Sunday attendance of 440 people. We want to see more of these people move beyond merely participating in Sunday morning services by also embracing additional behaviors that round out a Christian's walk with the Lord. Sunday morning worship cannot bear the full burden of making disciples. A more comprehensive approach will also include ministries such as small groups, Christian Education classes, leadership development, missional activity, and engagement with our Discipleship Pathway (<https://www.graceanglican.church/life-of-disciple>).

IDEAL QUALITIES

We are looking for a man or woman who has an Mdiv degree (or equivalent) and is already ordained or in the process of ordination, at least as a deacon. The ideal candidate is more of a "heart" than "head" person. We need a caring shepherd who is also a galvanizer of people, someone who can build community and gather people together. He/she must be a gifted teacher and communicator with public speaking skills. Leading people into deeper discipleship includes Sunday morning liturgical and preaching tasks. For many people, their walk with Jesus starts with a Sunday visit. "Up-front" skills make the minister known and helps build rapport while earning the right to be heard on a personal level. He/she must also be able to train (or willing to learn how to train) others to serve in lay leadership, thus multiplying the ministries of discipleship. We're looking for a self-starter, but one who is a team player who can help integrate the various ministry departments and avoid silos.

CORE RESPONSIBILITIES

Recruiting, Training, and Encouraging Small Group Leaders & Small Group Participation is an important and on-going task of discipleship. The Director of Discipleship's time will be heavily invested in the "Belong" quadrant of our Discipleship Pathway (referenced above). He/she will work to help those in, or loosely connected to, our community move toward greater participation as members of the church through established and new programs of belonging. As a "director" level team member, this new hire will be encouraged to bring innovative ideas for belonging.

Sunday Worship Leadership will be a weekly up-front task rotating through the services. If ordained as a priest, this will also include celebrating communion.

Preaching at Sunday Services will be assigned to the Director of Discipleship approximately once every 4 or 5 weeks.

Teaching and Leading During the Christian Education Hour on Sunday mornings will happen most weeks. We are still developing the Christian Education programs and need help fleshing out this regular time slot and making it desirable for people to attend. The Director of Discipleship will be asked to shape and oversee the comprehensive Christian Education schedule. We would like to see more family involvement for all ages. When it comes to children in the Christian Education Hour, The Director of Discipleship will coordinate with our Director of Youth & Families and our Director of Children's Ministry.

Pastoral Care will be a weekly task, especially helping train and direct our lay chaplains alongside B.E. Palmer, an Assistant Priest on our team, who is currently reworking our pastoral care approach.

Funerals, Weddings and Special Services regularly pop up on the ministry schedule. The Director of Discipleship will lead or help lead with these whenever available.

Staff Meetings are on alternating Tuesdays and provide opportunities for coordination as well as formation. The Senior Pastor will meet with the Director of Discipleship and a few other senior leaders on the 2nd and 4th Tuesdays. All Staff Meetings occur on the 1st and 3rd Tuesdays. The Director of Discipleship will occasionally lead a devotional or other teaching for All Staff Meetings.

TIMELINE

We will collect resumes through the month of July, and begin interviews in August. If the Lord grants our request, the new hire will start in September.

HOURS AND COMPENSATION

This is a full time, 40 hour/week job, but definitely not a nine to five schedule. The work days and times will be driven by the various seasons of ministry and program schedules. Much of that will be determined by the Director of Discipleship himself/herself. Like other full time clergy on the staff, this person will be expected to take regular time off each week to rest and stay balanced. The compensation will be adjusted according to education, experience and ordination status. It will be a livable salary for this area and fall within the diocesan compensation guidelines (<https://www.gulfatlanticdiocese.org/mission-ministry/forms-and-policies/>). Health insurance for the employee and immediate family members will be included, along with 5% of the salary contributed to the ACNA retirement plan.

SUBMISSION

Please send your resume, three references, and any other inquiries to our Senior Pastor, Mike McDonald via email: mike@GraceAnglican.Church

For more information, visit our website here: www.GraceAnglican.Church