



Role: Pastor of Adult Discipleship & Connections
Reports to: Executive Pastor
Classification: Full-Time, Pastoral Staff

Overview

Our church has grown from 200 to over 1,200 in five years. As we look toward the future, we are seeking a Pastor of Adult Discipleship & Connection who will be the architect of our adult spiritual formation strategy. This role owns the "Adult Journey"—from the first handshake on Sunday morning to the moment a believer is trained, sent, and multiplying disciples themselves. You will oversee our Connections Coordinator to ensure our "front door" is seamless, while simultaneously building the "house" of discipleship that moves people from being Sunday morning spectators to active, reproducing disciples.

Core Objectives

1. Connect & Assimilate

- Unified Welcome: Oversee the Connections Ministry (and the part-time Connections Coordinator) to ensure our Sunday morning hospitality, greeting, and welcome environments create a consistently warm and excellent experience.
- The Conversion & Assimilation Pathway: Ensure every newcomer has a clear, compelling "next step." You will own the strategy for our "Starting Point" classes, ensuring that guests aren't just "attended to," but are actively guided into serving teams or community groups.
- Guest Assimilation: Reduce the friction between a first-time visit and membership/group life. Your goal is to ensure guests are known, contacted, and cared for promptly.

2. Mature Disciples

- The 70% Goal: You are responsible for scaling our small group and discipleship systems to grow participation from 35% to 70%.
- Deep Equipping: Lead the development of curriculum and teaching environments that address "felt needs"—parenting, marriage, finance, and biblical theology—and ensure these environments serve as reliable funnels into long-term discipleship groups.
- Holistic Growth: Collaborate with other ministry leads (Kids, Students, Worship, etc.) to ensure our adult discipleship culture is not siloed but is spiritually robust, biblically grounded, and practically applied.

3. Multiply Disciples

- The Leadership Pipeline: Identify, recruit, and coach a growing army of group leaders. Success is measured by your ability to release leaders who can thrive without your daily oversight.
- Multiplication Culture: Shift the church culture from "gathering" to "sending." We want to see groups that naturally divide and birth new groups.
- Planting Philosophy: As we prepare for our new facility, you will help develop the church-planting mindset within our adult body, preparing our people to eventually multiply our impact through future church planting efforts.

Key Responsibilities

- Connections Leadership: Supervise, equip, and cast vision for the Connections Coordinator and the volunteer teams they manage (Hospitality, Welcome, Starting Point).
- Group Oversight: Direct the vision, launch, and health of Community Groups and Discipleship Groups.
- Systems Management: Maintain the data/tracking systems that bridge the gap between "Guest" status and "Disciple" status, ensuring nobody falls through the cracks.
- Ministry Strategy: Provide vision for Men's and Women's ministries, ensuring they are high-impact equipping environments rather than just social clubs.
- Pastoral Care: Serve as a pastor to the adults in our body, offering wisdom, biblical counsel, and discipleship-focused pastoral care.

The Ideal Candidate

- The Architect: You don't just "run" a ministry; you build systems that endure. You understand how to use data and clear pathways to manage growth without sacrificing relational depth.
- The Multiplier: You believe your primary job is to work yourself out of a job. You find your greatest joy when a volunteer you trained leads a group (or hospitality team) better than you could.
- The Bridge-Builder: You possess high emotional intelligence and the ability to collaborate with other ministry leaders (Kids, Students, Worship, Operations) to ensure the adult discipleship strategy is supported and integrated across the church.
- The Shepherd: You are grounded in scripture and have a heart for the messy, beautiful work of helping adults grow in their daily walk with the Lord.