



GOOD SHEPHERD LUTHERAN CHURCH

POSITION TITLE: Executive Pastor of Discipleship & Ministries

REPORTS TO: Senior Pastor

HOURS: Full-Time (40 hours/week), including some nights and weekends

FLSA STATUS: Exempt

VISION

Employees of Good Shepherd Church support the church's vision through their position responsibilities. We share a commitment to walk together in the calling of Christ for a life of eternal impact.

PURPOSE

The Executive Pastor of Discipleship & Ministries serves as a senior pastoral leader at Good Shepherd Church, providing **spiritual leadership, theological depth, and strategic oversight** to the church's Engagement Pathway—**INVITE, WALK, IMPACT**.

This role is both **pastoral and executive in nature**, combining hands-on congregational ministry with the leadership of staff, systems, and strategy. The Executive Pastor equips the congregation to grow as disciples of Jesus Christ by leading and integrating ministries across all life stages, while also sharing fully in the pastoral responsibilities of preaching, worship leadership, sacramental ministry, and care.

The Executive Pastor provides direct leadership and oversight of the following ministry areas:

- Family Life Ministries
- Invite Ministries
- Walk Ministries
- Impact Ministries
- Care Ministries

Working in close partnership with the Senior Pastor, this role helps cultivate a **cohesive, Spirit-led, disciple-forming culture** that moves people from first-time engagement to mature, multiplying faith and mission.

STRUCTURE & ACCOUNTABILITY

The Executive Pastor of Discipleship & Ministries is a member of the Vision Team and serves under the direct supervision of the Senior Pastor. This includes regular one-on-one meetings, participation in all-staff gatherings, and shared leadership in strategic planning, theological visioning, and organizational health.

The Executive Pastor functions as a trusted collaborator, culture carrier, and pastoral presence within the staff and congregation.

ESSENTIAL DUTIES & RESPONSIBILITIES

Pastoral & Congregational Ministry

- Participate regularly in **preaching and teaching**, including Sunday worship, special services, and formation settings, as scheduled with the Senior Pastor.
- Lead and assist in **worship and liturgy**, including prayer, Scripture reading, and sacramental leadership consistent with Lutheran theology and practice.
- Officiate **funerals, weddings, baptisms**, and other pastoral rites as needed.
- Provide **pastoral care** through hospital visits, crisis response, counseling, and spiritual guidance in collaboration with the Care Ministry team.
- Be a visible, relational pastoral presence within the congregation, fostering trust, accessibility, and spiritual leadership.

Executive Leadership & Discipleship Strategy

- Provide executive leadership and spiritual oversight for the Engagement Pathway ministries and their respective leaders.
- Develop and steward a unified discipleship vision that integrates theology, practice, and mission across ministries and generations.
- Lead, coach, supervise, and equip pastors and directors overseeing Family Life, Invite, Walk, and Impact ministries.
- Collaborate with the Senior Pastor and Vision Team to discern, develop, and implement strategic ministry priorities.
- Ensure alignment between ministry vision, staff culture, and congregational life.

Staff & Organizational Leadership

- Assist in leading all-staff meetings, retreats, and planning initiatives that foster healthy communication, collaboration, and accountability.
- Model servant leadership, emotional maturity, and spiritual integrity.
- Participate in budgeting, resource allocation, and ministry evaluation related to assigned areas.
- Represent the pastoral staff at ministry events and congregational gatherings.
- Serve as Acting Senior Pastor when assigned or in the Senior Pastor's absence.

Communication & Engagement

- Engage appropriately with digital platforms and social media as part of ministry leadership, in alignment with Good Shepherd's Social Media Policy.
- Communicate clearly and pastorally with staff, volunteers, and congregants in both written and verbal contexts.

KNOWLEDGE, SKILLS & ABILITIES

- Deep knowledge of Scripture and Lutheran theology, with a commitment to the mission, values, and culture of Good Shepherd Lutheran Church.
- Understanding of discipleship models, family systems, and faith formation across life stages.
- Strong preaching, teaching, and liturgical leadership skills.
- Demonstrated ability to recruit, develop, and lead staff and volunteer teams.
- Skill in strategic planning, organizational leadership, and budget management.
- Ability to offer pastoral care with wisdom, compassion, and discretion.
- Strong interpersonal, communication, and relational skills.
- Ability to thrive in a collaborative, multi-staff church environment.

EDUCATION & EXPERIENCE

- Master of Divinity (M.Div.) or equivalent theological degree.
- Minimum of **15+ years of pastoral leadership experience**, preferably in a multi-staff church setting.
- Demonstrated experience in discipleship strategy, staff leadership, and ministry oversight.
- Ordination or eligibility for ordination within a Lutheran context preferred.
- Proficiency with ministry systems, communication tools, and administrative platforms.

PHYSICAL REQUIREMENTS

Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions. This position requires the ability to lift up to 20 pounds occasionally and includes standing, walking, and sitting for extended periods.

WORK ENVIRONMENT

Work is primarily conducted on-site at the church campus and includes participation in worship services, events, retreats, and mission-related travel.

ADDITIONAL REQUIREMENTS

- Ability to pass required background checks and pre-employment screening.
- Ability to maintain certification in Mental Health First Aid.
- Ability to travel locally, nationally, and internationally as ministry requires.
- Ability to read, write, and speak English fluently.