



FIRST MCKINNEY

BAPTIST CHURCH

Job Description

Job Title: Discipleship Minister

Job Purpose: To champion the **Make Disciples** piece of First McKinney's discipleship pathway by equipping believers to enter into intentional relationships that help others live and love like Jesus. This role ensures that disciple-making is not just an idea, but a lived practice across our church.

Disciple-Making at First McKinney: A disciple-maker enters into intentional relationships to help someone live and love like Jesus. This involves:

- Relationships – Does the disciple I'm making know I love them?
- Rhythms – Does the disciple I'm making live and love like Jesus?
- Replication – Can the disciple I'm making help others do the same?

Responsibility #1: Own and Support the Entire Discipleship Pathway.

- Understand the full Great Commission (evangelism AND discipleship) and lead our people to pursue it in its fullness.
- Hold to the idea that evangelism is the first step in making a disciple and help equip our people in this area of the following of Jesus.
- Be someone who also spurs our people to worship God, live in community, and serve others.

Responsibility #2: Own and Advance the "Make Disciples" Piece of our Pathway.

- Champion a culture of intentional, relational, and reproducible disciple-making throughout every ministry area.
- Clearly define and communicate the vision of a disciple-maker using our language and framework.

Responsibility #3: Champion and Develop the D-Group Ministry.

- Serve as the primary advocate for D-Groups as First McKinney's model for reproducible disciple-making.
- Recruit and onboard new D-Group leaders, providing clear expectations, vision, relational support, and tools.
- Train all D-Group leaders using a consistent framework that might include such elements as:
 - SOS Bible Study Method
 - Three Thirds Meeting Format
 - Three Circles Gospel Tool
 - Integration with church-wide Bible reading plan and mission opportunities
- Create and maintain D-Group leader resources, including printable guides, coaching tools, Bible reading plans, monthly emails, Disciple-Making pages of the website, and online access to materials.

- Define and implement tracking metrics to monitor D-Group health, multiplication, and discipleship outcomes (e.g., active groups, leaders trained, replication rate, mission engagement).
- Develop a D-Group coaching structure that utilizes experienced leaders to care for and multiply others.
- Host periodic D-Group events, such as a Discipleship Summit, vision nights, or training intensives to catalyze church-wide movement and community.
- Share stories of discipleship impact for churchwide promotion.

Responsibility #4: Support Post-Decision & Spiritual Next Steps

- Collaborate with Worship, Groups, and Connections to ensure smooth follow-up for salvations, baptisms, and spiritual interest.
- Provide next-step options that naturally guide people toward relationships and spiritual rhythms—especially D-Groups or mentoring.

Responsibility #5: Lead Equipping for Disciple-Makers

- Create short-term classes, intensives, and tools that teach people how to disciple others.
- Emphasize evangelism, spiritual discipline, leadership development, and multiplication.
- Train and release leaders who are confident and competent to replicate their faith.

Responsibility #6: Oversee Residency/Summer Intern Ministry

- Help recruit high-capacity future ministry leaders.
- Develop an intentional plan to pour into the residents/summer interns – both spiritually and real-world ministry skills/experiences.

Collaboration Expectations:

- **Worship Pastor:** Ensure clear and compelling post-decision follow-up systems are in place.
- **Groups Minister:** Offer next-step options for Life Group members ready for deeper discipleship or to begin disciplining others.
- **Missions Minister:** Integrate disciple-making with evangelism and missional living.
- **Next Gen Teams:** Build bridges for students and young adult transitions into adult discipleship environments.
- **Communications Team:** Ensure visibility and clarity around our disciple-making vision, language, and opportunities.

Success Looks Like:

- More people define themselves as disciple-makers and actively living it out.
- D-Groups and mentoring relationships are healthy, multiplying, and aligned with our language.
- Clear stories and metrics of transformation are regularly shared and celebrated.
- Equipping environments are engaging, practical, and building replication capacity.
- A culture of Relationships, Rhythms, and Replication is embedded across ministries.

Qualifications:

- Understand and embrace our mission, strategy, values, and objectives.
- Display a vibrant pursuit and relationship with Jesus Christ.
- Must agree and adhere to Statement of Core Beliefs & First McKinney Core Values.
- College graduate degree.
- Seminary degree preferred or actively pursuing higher education.

- A spiritually mature, reproducible disciple-maker with a passion for developing others.
- Strategic, systems-minded, and energized by launching and multiplying environments.
- A relational leader who thrives in coaching, encouraging, and challenging others.
- Fully aligned with First McKinney's theological convictions, mission, and discipleship vision/language.

Full Time: Salaried	FLSA Status: Exempt
Ministry: Groups	Account #: 60010
Reports to: Groups Minister	Date Prepared: December 2025