

JOB DESCRIPTION

Title: Discipleship & Family Pastor

Hours per week: 50

Essential Organizational Values

The Discipleship and Family Pastor champions Centralia Christian Church's Vision, Mission, Methodology, and Strategy by providing leadership across relational discipleship environments, home-sphere ministries, and equipping pathways.

As an Individual Leader

- The pastor provides leadership for all ministry functions they oversee, living out Centralia Christian Church's Core Values and ensuring the ministries under their care embody these values as well. They are responsible for the effective execution of all essential job functions.

As a Team Member

- The pastor collaborates with the Adult Discipleship Team, Worship Arts Team, and the broader Staff Team to accomplish church-wide objectives, removing obstacles that hinder collaboration across ministries.

JOB SUMMARY

The Discipleship & Family Pastor creates, develops, and sustains environments where Biblical disciples are made through:

- Small Groups & 4:19 Groups
- Marriage & Parenting Mentorship Systems
- Equipping Classes & Ordination Development

This role provides leadership, shepherding, recruitment, development, and organizational oversight across CCC's relational discipleship systems and home-sphere ministries.

Primary Ministry Functions

1. Groups Ministry Leadership (Approx. 50%)

Leader Recruitment & Development

- Recruit, train, and develop 4:19 Group & Small Group Leaders as an *Equipper of the Saints* (Eph. 4:11–13).
- Develop coaches and high-level leaders who can scale pastoral care.

Connecting People into Groups

- Build systems that connect unconnected people into groups.

- Create environments for newcomers and those who have struggled to connect.

Shepherding & Coaching Structure

- Shepherd group members through a scalable coaching system that preserves pastoral care.

Collaboration

- Work alongside Men's, Women's, Young Adult, and other ministry leaders.
- Maintain healthy communication rhythms with coaches and leaders.

Leadership Development

- Develop high-level leaders and prepare future pastors.
- Plan and execute seasonal and annual developmental goals.

2. Family Ministry Leadership (Approx. 30%)

Marriage Ministry

- Recruit, train, and develop Marriage Mentors and Pre-Marriage Mentors.
- Build systems for marriage classes, enrichment conferences, and integration with 4:19 Groups.
- Provide church-wide direction for marriage within the 5 Spheres especially in the "Home Sphere."
- Create tools that support marriages in CCC and beyond.

Parenting Ministry

- Recruit, train, and develop Parenting Mentors and Prep-for-Parenting Mentors.
- Build systems for parenting classes and bi-yearly parenting conferences.
- Provide church-wide direction for parenting within the 5 Spheres especially in the "Home Sphere."
- Create tools that support parents in CCC and beyond.

3. Equipping Ministry Leadership (Approx. 20%)

Class Strategy & Oversight

- Direct CCC's equipping class strategy (*marriage, parenting, Bible, apologetics, mental health, finance, evangelism, leadership*).
- Collaborate with ministry leaders to identify needs and future growth areas.

Teacher Development

- Recruit, train, and develop teachers.
- Offer quarterly teacher preparation and training.

Tracking & Discipleship Development

- Build long-term systems for tracking head/heart/hands discipleship development.
- Work with CCC's database to track attendance, completion, and next steps.

Ordination Development

- Develop holistic plans for future pastors and ministry leaders.
- Track curriculum and tools for ministry development.
- Collaborate with ministry supervisors to support emerging leaders.

4. Staff Collaboration (10%)

- Participate in All-Church functions, Disciple's Journey, DiscipleShift, Membership Classes, etc.
- Represent Christ and CCC in the community.
- Support cross-ministry collaboration and shared goals.

5. Personal Ministry (10%)

- Maintain and live out a Personal Ministry Plan.
- Engage in intentional discipleship conversations with volunteers and team members.

Core Competencies

- Recruiting
- Coaching & Development
- Active Listening
- Conflict Resolution
- Vision Casting
- Collaboration
- Unity
- Adaptability
- Consistent Methods
- Ability to Receive & Give Feedback

Qualifications & Required Skills

Education & Experience

- A Bachelor's degree in Theology/Pastoral Ministry preferred.
- 3+ years of experience in discipleship or family ministry.
- Strong marriage and family.

- History of recruitment and development of leaders.
- Ability to give wise counsel and build trust.

Spiritual Gifts

- Administration, helps, hospitality, service.

People Skills

- Approachable, empathetic, level-headed, resilient.
- Skilled in conflict resolution and negotiation.
- Able to identify potential leaders.

Skill Set

- Self-starter; able to work independently.
- Strong problem-solving and intuitive thinking.
- Comfortable giving direction to staff and lay leaders.
- Able to manage projects, meetings, and confidential information.
- Proficient with Microsoft Office and ministry-related technologies.
- Able to balance big-picture thinking with detailed execution.

Spiritual Development

- Demonstrates a mature Christian walk reflecting the fruit of the Spirit (Gal. 5:22–23).
- Member or willing to become a member of CCC.
- Works under Elders and Senior Staff.

Ethics

- Organized, trustworthy, meets deadlines, uses time wisely.
- Balanced initiative and teachability.

Passion & Calling

- Energetic, creative, driven, excited about disciple-making.
- Passionate about CCC's mission and vision.

Spiritual & Pastoral Requirements

- Ordained or in process of Ordination through CCC.
- Able to perform sacerdotal duties: preaching, baptisms, weddings, funerals, communion, theological teaching, spiritual coaching.

- Performs pastoral duties: Pastor of the Day, hospital visits, shepherding.
- Exhibits a shepherd's temperament and servant-leader posture.
- Strong interpersonal communication skills.
- Solid Biblical/theological convictions aligned with CCC's doctrine.
- Able to lead through conflict toward unity.
- Adaptable to the changing needs of a local church.

Physical Requirements

- Regularly required to sit, reach, talk, and hear.
- Must lift/move 10 lbs. regularly; 25 lbs. occasionally.

Disclaimer

These statements describe the general nature and level of work expected. They are not exhaustive. Staff may be required to perform duties outside their normal responsibilities as needed.