



GRACE BIBLE CHURCH OF BEND

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Open Position Title: Director/Pastor of Discipleship

Start Date: Early 2027

Reports to: Lead Pastor

Send Resume to: Search Team, pastoralsearch@gbcbend.org

Overview:

Grace Bible Church is seeking an elder-qualified man to serve as Director of Discipleship (with the hope that this would move into a pastoral role after the eldership process and affirmation of the church membership). This position will provide vision, leadership, and oversight for adult discipleship at Grace Bible Church, with particular responsibility for Community Groups, adult Christian Education, leadership development, and clear pathways that help people move from initial connection to mature, active participation in the life of the church. Working under the direction of the Lead Pastor and Elders, the Director of Discipleship will strengthen biblical literacy, spiritual maturity, relational connection, mutual care, and service by equipping leaders and building clear, sustainable discipleship ministries. He will also contribute regularly to the church's preaching and teaching ministry.

Personal Qualifications:

- Fulfill the duties required of GBC members as outlined in the GBC Membership Covenant.
- Meet the biblical qualifications of an elder/pastor as outlined in 1 Timothy 3:1-7 and Titus 1:5-9.
- Demonstrate a deep and growing relationship with Christ, a life shaped by Scripture and prayer, and a consistent commitment to the local church.
- Be a humble servant leader who works for God's glory and seeks to bless the church.
- Demonstrate godly character, pastoral maturity, relational warmth, teachability, and personal integrity.
- Be a member of Grace Bible Church and active in the life of the body.

Professional Qualifications:

- Master of Divinity (M.Div.) or equivalent degree from an accredited evangelical seminary.
- A minimum of five years of ministry experience, including demonstrated leadership in discipleship, Community Groups or small group ministry, or pastoral care.
- Agreement with and affirmation of the Grace Bible Church doctrinal statement, philosophy of ministry, mission, core values, and leadership direction.

Skills and Competencies:

- Proven ability to develop and implement effective, church-wide discipleship strategies.
- Strong biblical and theological foundation, with a passion for spiritual formation and the ability to teach and preach Scripture clearly and faithfully.
- Excellent communication, organizational, and interpersonal skills.
- Demonstrated capacity to recruit, train, coach, and mentor leaders, with clear examples of equipping the saints for the work of ministry and building up the body of Christ.

- A collaborative spirit and a shepherd's heart for people.
- Ability to align multiple ministries and work faithfully with pastors, elders, staff, and volunteer leaders in a second-chair role.

Role and Responsibilities

Discipleship Vision and Pathway

- Develop, implement, and maintain a comprehensive adult discipleship pathway that helps people move from first-time connection to membership, spiritual maturity, service, and leadership.
- Work with the Lead Pastor, Elders, and ministry staff to ensure adult discipleship ministries align with Grace Bible Church's mission, doctrine, philosophy of ministry, and leadership direction.
- Strengthen coordination among Community Groups, adult Christian Education, men's ministry, women's ministry, young adults, membership, and other adult discipleship environments.
- Evaluate the health and effectiveness of adult discipleship ministries and recommend improvements where needed.
- Help establish clear priorities, ministry rhythms, and appropriate measures of faithfulness and effectiveness.

Community Groups

- Develop and maintain a clear vision for Community Groups in conjunction with the Lead Pastor and Elders.
- Recruit, assess, train, coach, encourage, and care for Community Group leaders and apprentices.
- Strengthen the process for launching, supporting, multiplying, and, when necessary, concluding Community Groups.
- Help ensure Community Groups function as a primary context in which people are known, cared for, discipled, and equipped to minister to one another.
- Provide leaders with clear expectations, useful resources, ongoing training, and regular communication.
- Help members and regular attenders find meaningful connection in a Community Group and address gaps that leave people disconnected from the life of the church.

Adult Christian Education and Discipleship

- Provide strategic leadership and oversight for adult Christian Education, including Core Classes, seminars, workshops, Bible studies, and other training environments.
- Develop an educational equipping plan that strengthens biblical literacy, doctrinal clarity, spiritual maturity, and faithful Christian living.
- Oversee the selection and development of curriculum and teachers for adult discipleship settings.
- Oversee systems around mentorship and one-on-one discipleship.

Leadership and Volunteer Development

- Identify and develop future leaders for present and future ministry needs within the church.
- Build a clear leadership development process that helps people move from participation to service and from service to greater responsibility.
- Equip ministry leaders to build healthy volunteer teams, sustainable systems, and clear expectations.
- Cultivate a ministry culture marked by humility, faithfulness, doctrinal clarity, teamwork, joyful service, and consistent excellence.
- Meet regularly with assigned leaders for encouragement, direction, accountability, and ministry development.

Membership, Connection, and Assimilation

- Strengthen pathways that help people move from attendance to membership, Community Group participation, service, discipleship, and leadership, including membership classes and baptism preparation.
- Work with staff and ministry leaders to identify and follow up with people who are not yet meaningfully connected, and help ensure new members develop relationships that support long-term spiritual growth and faithfulness.

First Impressions and Guest Connection

- Provide pastoral oversight and leadership for Sunday morning First Impressions ministries, working closely with administrative staff and ministry leaders.
- Give vision, direction, training, and encouragement to teams involved in greeting, the Welcome Desk, guest follow-up, and other ministries that shape a guest's first experience at Grace Bible Church.
- Work with administrative staff to strengthen systems that help guests move from an initial visit toward meaningful connection, membership, Community Groups, and service.

Preaching and Teaching

- Preach in the Sunday worship gathering (approx. 10-12 times per year), with additional preaching as needed.
- Teach classes, seminars, membership settings, leader trainings, and other discipleship opportunities as needed.
- Support the Lead Pastor and Elders in maintaining the church's doctrinal stability, spiritual health, and unity.
- Contribute to sermon planning, teaching development, and other church-wide teaching initiatives as assigned.

Pastoral Leadership and Staff Collaboration

- Directly supervise and provide ministry oversight, encouragement, accountability, and development to the Women's Ministry Director, Men's Ministry Director, and Pastoral Care Pastor.
- Serve as an active member of the ministry staff and participate in staff meetings, strategic planning, and church-wide ministry initiatives.
- Work closely with the Lead Pastor, Elders, and staff to strengthen unity, communication, and alignment across the church.
- Assist with pastoral ministry needs, including personal discipleship, member care, visitation, weddings, funerals, baptisms, ordinances, and other assigned responsibilities.
- Humbly serve in other ways as needed to strengthen Grace Bible Church's ministry.

Compensation:

- Salary of \$65,000–\$75,000 (based on experience), 3-bedroom parsonage, 403(b) match, paid time off.

To explore next steps, please submit:

- A cover letter and resume.
- A video introducing yourself and why you think you might be a good candidate.
- Links to at least two preaching or teaching videos.

Send these items to pastoralsearch@gbcbend.org.

About Our Church:

Grace Bible Church is a growing church in Bend, Oregon. The dream for Grace Bible was to plant a church that seeks to glorify God by exalting Jesus Christ and being an authentic community of believers who live as the Body of Christ and the Family of God. We are a simple church that lives as the Family of God, on the Mission of God, for the Glory of God in Bend and around the world.

gbcbend.org