

Position Description **Discipleship and Evangelism Pastor**

Title

Discipleship and Evangelism Pastor

Function

- The Discipleship and Evangelism Pastor functions as a member of the pastoral team.
- Responsible for creating a systemic approach in leading/coordinating the discipleship and evangelism priorities of the congregation.
- Implements by recruiting, developing and empowering lay leaders through building teams in ministry.

Reportability

- The Discipleship and Evangelism Pastor reports to the Lead Pastor.
- It is understood the Discipleship and Evangelism Pastor conforms to all policies and procedures in the Frederick Church of the Brethren Personnel Manual and Frederick Church of the Brethren Salary & Benefits Handbook for Church Staff.

Qualifications

- a. Have a solid and growing personal relationship with Jesus Christ.
- b. Give evidence of good moral character and sound judgment in their personal, family, and spiritual life.
- c. Exhibit a passion for service to, and worship of God.
- d. Exhibit a passion to develop, grow, and disciple persons in their faith in Jesus Christ; express a burden for those who do not know Jesus Christ.
- e. Exhibit the ability and gifting in connecting and identifying among persons churched and unchurched with approachability, trust, and love.
- f. Exhibit strength in administrative, leadership, and team-building skills.
- g. Exhibit vision, creativity, and passion in development of discipleship ministry.

Responsibilities

Discipleship

1. Implements strategic initiatives related to discipleship identified in the congregation's current strategic plan. Give quarterly feedback in person to the Leadership Team & Lead Pastor regarding the progress of implementing the strategic goals.
2. Oversee the budget planning for all activities within the Discipleship Ministry department.
3. Provides overall leadership and management of the discipleship system and ministries and the specific processes and practices to fulfill our vision and mission of FCOB.
 - Models an authentic and intimate walk with Jesus that inspires and draws others into a deeper journey.

- Incorporates the Brethren heritage of discipleship and biblical historical practices of spiritual formation.
 - Leads the process to create a common language defining discipleship and specific practices that equip people for spiritual growth.
 - Promotes a church-wide culture that encourages people to move into new relationships of authentic Christian community and to move toward deeper levels of intimacy with Christ.
4. Develops and oversees a systematic model of discipleship that helps individuals and families grow from salvation into spiritual ministry by multiplying more disciples of Jesus.
 - Develops, mentors and equips current small group leaders.
 - Works to recruit new small group leaders and apprentices as needed to meet the needs of the church body.
 - Provides leadership to the New Members ministry of the church.
 - Recruits, develops and equips leaders by providing appropriate training materials in spiritual formation.
 - Equips and encourages discipleship ministries of various ministries to include, but not limited to:
 - Women's Ministry
 - Men's Ministry
 - Senior Adult Ministry
 - Media Center Team
 - Mid-Week Teaching Fellowship
 - Prayer Ministry
 - Others as assigned by the Lead Pastor
 5. Oversees the quality and content of adult curriculum and the quality of the teaching as measured by achievement of learning objectives.
 6. Works in helping FCOB Kids, Students, Young Adults, and Young Families identify spiritual formation curriculum for these age groups.
 7. Oversee Greeter Team. This includes all welcome center hosts and greeters, casting a vision of excellence in greeter ministries.
 8. Develop and lead guest follow-up and guest-assimilation ministry programs, which welcomes and introduces persons to FCOB and invites and leads guests toward active fellowship.

EVANGELISM:

1. Provides overall leadership and management of the evangelism program and ministry and the specific process and practices to fulfill the vision and ministry of FCOB.

2. Work with the Evangelism Commission to provide oversight for, and outline of, the evangelism outreach events to be managed. To include, but not limited to:

Global Mission Trips	Picnic in the Park
Golf Tournaments	FCOB Sports Teams
Love Frederick	Mid-Atlantic Disaster Auction
Disaster Response projects, sponsored by FCOB or in collaboration with Brethren Disaster Ministries	

3. Develop an appropriate implementation plan for each scheduled project, including definition of measurable project objectives and timeline for accomplishment of objectives.
4. Develop an acceptable reporting format and schedule for updating the Evangelism Commission and the Lead Pastor on accomplishment of objectives.
5. Develop a format acceptable to the Evangelism Commission and the Manager of Church Operations to introduce possible new service/outreach opportunities.
6. Develop appropriate criteria of and plan for approval of short-term mission trips.
7. Develop appropriate criteria for selection of FCOB supported missionaries.
8. Undertake other duties as assigned by the Lead Pastor &/or Leadership Team.

Member of the Pastoral Team

1. Pastoral Care
 - Serves as on-call pastor as delineated in the on-call schedule, developed by the Pastor for Deaf Fellowship & Care, in consultation with the pastoral team.
2. Preaching/Worship Ministry
 - Preaches in Sunday (and special) services, as delineated in the preaching schedule developed by the Lead Pastor.
 - Assists the pastoral team in special circumstances, with other preaching opportunities.
 - Serves as worship leader in Sunday (and special) services, in a rotation developed by the pastoral team.
3. Communication
 - Takes initiative in assuring that the wider church is aware of his/her ministry areas, through regular announcements/notices in the church bulletin and other communications, along with the submission of articles to the editorial team of the church.
4. General Pastoral Ministry
 - Administers the ordinances of the church in partnership with the pastoral team.
 - Officiates at weddings and funerals in tandem with understandings established by the pastoral team.

Supervision of Employed Staff

- Director of Lay Ministry
- Preschool Ministry Coordinator
- Other's as assigned by the Lead Pastor

Liaison to Congregational Commissions/Committees/Teams, etc.

- Discipleship Commission
- Evangelism Commission
- Ministry Commission
- Additional commissions/committees/teams appointed by the Lead Pastor

Meeting Attendance

- Attends staff meetings and weekly pastoral staff meetings.
- Attends meetings of the Discipleship Commission.
- Attends meetings of the Ministry Commission.
- Attends meetings of the Evangelism Commission.
- Attends other meetings as stipulated by his/her supervisor.
- Gives quarterly feedback in person to the Leadership Team regarding Discipleship and Evangelism ministries at FCOB.

Professional Growth and Health

- Utilizes holidays and leave as delineated in the Frederick Church of the Brethren Personnel Manual and the Frederick Church of the Brethren Salary & Benefits Handbook for Church Staff.
- Participates in professional growth experiences, in tandem with understandings in the Frederick Church of the Brethren Personnel Manual and the Frederick Church of the Brethren Salary & Benefits Handbook for Church Staff.

Approved by LT: 0717/2018