

## Trinity Lutheran Church

### Ministry Description: Pastor of Discipleship (PD)

**Position Status:** Full-time, Exempt    **Employee Classification:** Called Professional

**Hours:** 40 hours per week

**Accountable to:** Senior Pastor

**Targeted Population:** Primary focus on ministry to post high school, singles, young marrieds, parents with school age children, including divorced, grieving, etc.

#### **Position Overview:**

The PD shall be a leader who loves God and loves people. This commitment shall be demonstrated by a desire to worship God, grow in faith through the power of the Holy Spirit and walk daily with Christ. His skill level shall be demonstrated through leading, teaching and directing his ministry area. The PD will possess strong skills in working with the targeted population. Strong leadership skills, organizational skills, communication skills, attention to details, and ability to build relationships with others is a must. He must be comfortable working as part of a large church staff team. The PD will office at the Mission campus, but will serve in ministry at both campuses.

#### Overview of Responsibilities:

1. Continually communicate what it means to be a disciple of Jesus, utilizing the Trinity model of discipleship: UP "Following Jesus first;" IN "Deep caring relationships in the body of Christ;" OUT "Making Jesus known where we live, work, and play.
2. Develop and facilitate growth in discipleship opportunities, both spiritual and personal, for the targeted population.
3. Identify, train and mentor, on an ongoing basis, volunteers to assist in growth in discipleship.
4. Build relationships with Trinity members, particularly with the targeted population.
5. Grow and foster a sense of community within the targeted population.
6. Develop opportunities for intergenerational and intercampus relationships.
7. Promote service opportunities to the targeted population.
8. Communicate clearly with the targeted population, and with the broader congregation, utilizing existing church communication tools as well as social media opportunities.
9. Develop appropriate metrics to measure effectiveness.
10. Attend meetings with staff as needed.
11. Perform general pastoral duties such as preaching, teaching, and visitation in consultation with the Senior Pastor.

#### **Budget Authority:**

Financial resources are expected to be managed with accuracy, prudence and accountability and operate within the established parameters.

**Qualifications:**

This person must be willing to become a member of Trinity and to become fully invested in the mission of Trinity. This person will be an ordained pastor with the LCMS.

**Evaluation:**

Evaluation will be on an ongoing basis in staff meetings and in private conversations. An initial review will occur within 90 days. A more formal written evaluation will be completed once each year. Performance will be based on degree and quality of completing the ministry description plus any additional goals agreed upon at the beginning of the evaluation year. Compensation adjustments will be based on quality and quantity of work performed and the overall value that the individual brings to the organization.

**Conduct:**

Employees are expected to make a good faith effort to conduct themselves in a friendly and professional manner at all times. Biblical standards are the overarching guidelines we will adhere to in our private and professional lives.