Position Description for

Associate Pastor – Community and Discipleship

North Heights Vision: **Find Faith. Discover Purpose. Live Eternal Significance**.

Led by the Holy Spirit, North Heights equips all people to find faith in Jesus, discover their God-4iven purpose and equip them to lead lives of eternal significance.

We are looking for staff to join us in this vision.

Title: Associate Pastor – Community and Discipleship

Reports to: Senior Pastor

Employment Status: Exempt

4 Imperatives:

1. Build and lead Core Teams to execute Small Groups and other disciple-making ministries that equip new and existing believers to do the things Jesus did.
2. Provide leadership, coaching, and supervision for assigned staff ensuring alignment with the church's disciple-making vision.
3. Create resources, systems, and pathways that support congregational growth, spiritual formation, leadership development, and disciple making.
4. Demonstrate an intentional and ongoing commitment to personal spiritual growth, continually deepening your relationship with Jesus Christ.

Summary of Position: The primary focus is to develop and lead the Community and Discipleship Ministries at North Heights Lutheran Church. This pastor must have a passion for equipping the people of North Heights, by the power of the Holy Spirit, to share Jesus through intentional “life on life” relationships.

Duties/Areas of Responsibility:

- Proclaim Jesus Christ as Lord and the only way to salvation.
- Preach and teach God's Word as the inspired, authoritative, and Holy Spirit-breathed truth for Christian living.
- Teach and equip believers in prayer, evangelism, and the ministry of the Holy Spirit.
- Encourage and equip people to share their faith and lead others to Christ.

- Develop and maintain a clear, simple, and effective disciple-making process through Growth Track, Small Groups, Adult Christian Education, and other strategic ministries.
- Design and implement discipleship resources, training opportunities, and development pathways.
- Recruit, train, coach, and support volunteers and ministry leaders.
- Oversee and strengthen the church's connections and assimilation processes.
- Supervise assigned staff.
- Facilitate collaboration among ministries to maximize engagement and mission alignment.
- Adhere to staff core values.
- Adhere to the Constitution and Bylaws of North Heights.
- Establish and manage measurable quarterly goals that are in alignment with our vision.
- Performs other duties as assigned that further the vision of North Heights.

Knowledge, Skills & Abilities Required:

- Must be a member of a clergy roster or graduate of an accredited seminary.
- Undergraduate degree required; Master of Divinity degree preferred.
- Three to five years of relevant experience preferred.
- Has successfully worked in a team-based leadership structure.
- Has experience in leading and managing ministries through collaboration.
- Has exhibited success in ministry leadership, mentoring, and training/development of leaders/teams.
- Has effectively communicated (e.g. verbal, nonverbal, written, social media) with people of all ages in small and large group settings.
- Understands and embraces the historical Lutheran perspective on scriptural interpretation.
- Belief that Jesus is the one and only Son of God and the only name that can save a human being. Be filled with the Holy Spirit and demonstrate the use of spiritual gifts.
- Demonstrates the qualities written for leaders in Timothy, Titus, and 1 Peter.

Outcomes Required:

- Increased biblical knowledge and awareness of God’s will in actionable ways.
- Increased number of leaders and core teams for Community Groups.
- Increased participation in small groups for effective outreach.
- Increased number of people sharing their faith, praying with others, and leading. individuals to Christ, and being filled with the Holy Spirit and using the supernatural gifts of the Holy Spirit throughout North Heights.