



# GRACE BAPTIST CHURCH

14242 SPRIGGS RD, WOODBRIDGE, VA 22193  
WWW.GRACEHOME.ORG

## DISCIPLESHIP PASTOR JOB DESCRIPTION

Grace Baptist Church is located in the suburbs, south of Washington, D.C., in the vibrant, growing Prince William County, Virginia. We believe that the fields are ripe for harvest in our community and we desire to reach and minister to those God has placed here. The Discipleship Pastor provides opportunities to make a difference in the lives of people who work in and around the Washington D.C. area and for continuing their ministry as they leave to serve at new locations in the U.S. and abroad.

The role of the Discipleship Pastor is to oversee the discipleship and mission strategy of Grace Baptist Church (GBC) under the direction and leadership of the Senior Pastor. This will require a firm grasp of the beliefs, values and strategy (Train, Equip, Send) of GBC and the ability to align staff and key leadership teams with its mission, vision and values. The Discipleship Pastor will lead guests to a genuine sense of belonging, involvement and spiritual growth at GBC by meeting people where they are and leading them to next steps. The Discipleship Pastor will facilitate the relational connection and spiritual growth of adults through weekend guest services (Welcome Team), small groups, volunteer teams, and integration of new members.

<b>Ministry Area/Department</b>	Discipleship Ministries
<b>Position</b>	Discipleship Pastor
<b>Accountable To</b>	Executive Pastor
<b>Ministry Target</b>	• Church Members • Church Guests • New Believers • Unbelievers • People in our Community
<b>Position Is</b>	Category I (full-time salaried)
<b>Talents or Abilities Desired</b>	• Works well with a Team • High energy and Enthusiasm • Effective organizational and planning skills • Leadership ability • Team-builder • Effective communicator • Task oriented
<b>Experience Desired</b>	• Leadership experience (3-5 years) • College Degree (Bachelors degree or greater) • Experience teaching/leading a small group (3-5 years)
<b>Best Personality Traits</b>	• Vibrant • Friendly • Compassionate • Leader • Organized
<b>Passion For</b>	• The Church and the people of God • Equipping the saints for ministry ( <a href="#">Eph. 4:11-13</a> ) • Transforming, equipping and sending God's people

## REQUIREMENTS

- Exhibits the qualifications of an Elder/Pastor ([1 Tim. 3:2-7](#); [Titus 1:6-9](#))
- Exhibits a Vibrant and Growing Relationship with Christ ([Col. 2:6-7](#); [2 Peter 3:18](#))
- Commitment to the Great Commission ([Matt. 28:19-20](#))
- Agreement with [GBC Statement of Faith](#)
- Become a [covenant member of GBC](#)

## **ANTICIPATED TIME COMMITMENTS**

Category I Employee: On campus for weekend worship services (currently Saturday night and Sunday morning), Wednesday nights, outreach ministry activities and meetings with members and church staff meeting and prayer. Participation/oversight of the outreach aspects of special events (on or off campus) and involved in community events to reach out to others. Work week is typically 40-50 hours, with flexible office hours, and one weekday off plus Saturday (except for the evening worship service).

## **RESPONSIBILITIES/DUTIES**

### **I. SMALL GROUPS/SUNDAY SCHOOL**

1. Work with staff and Senior Pastor to develop and implement a Discipleship Pathway that aligns with the Great Commission and moves our people to grow in greater intimacy with Christ.
  - a. Develop and implement a cohesive discipleship strategy for the church
  - b. Train and mentor small group leaders/teachers.
  - c. Encourage all members to be involved in a small group.

### **II. OUTREACH**

1. Work with other staff and missions teams to facilitate outreach and evangelism strategy
  - a. Develop/oversee ministries to reach, engage, and serve unbelievers with the gospel and Christ's love in our community and around the world. Encourage and oversee national and international mission trips and ongoing ministries
  - b. Coordinate local language ministries to reach and serve the many internationals in our community (e.g. Hispanic).
  - c. Develop/oversee service ministries that seek to meet physical needs.
  - d. Develop and oversee training to equip the body for sharing their faith.

### **III. ASSIMILATION**

1. Help people take their next steps toward baptism, membership or ministry service.
2. Oversee and organize the welcoming of guests as they attend worship services, education programs, or special events. Make contact with guests to build relationships, answer questions, provide information, and connect them with others in the church.

### **IV. OTHER DUTIES**

1. Participate in church planning, conducting, and evaluating of services, ministries, and activities.
2. Plan and direct training and equipping sessions for Discipleship ministry leaders / volunteer workers.
3. Submit annual Ministry Plan and budget requirements for Discipleship Ministries to the Ministry Council and monitor and oversee execution of the Ministry Plan and budget during the year.
4. Solicit/provide Body Life ministry reports for Discipleship ministries.
5. Participate in staff meetings and leadership training sessions/retreats.
6. Set up and position chairs and tables (20-40 lbs.) for meetings as required; lift and distribute literature and hospitality materials weighing 10-40 lbs.
7. Lead a small group
8. Assist in other tasks as assigned.