



Title	Discipleship Pastor
Campus:	Noblesville
Team:	Adult Ministry
Position Reports to:	Noblesville Campus Pastor
Status:	Full-Time, exempt, 40+ hours per week

Position Overview

White River Christian Church exists to **connect every life to Jesus**. The Discipleship Pastor provides leadership and vision for the church's adult discipleship pathway, with a primary emphasis on small group ministry. This role exists to help adults grow as lifelong disciples of Jesus by creating clear environments, systems, and relationships where spiritual formation, biblical literacy, community, and mission are cultivated. The Discipleship Pastor works collaboratively with pastoral staff and ministry leaders to ensure discipleship is intentional, relational, and aligned with the church's mission and values.

- Responsibilities**
- Vision and Strategy of Discipleship**
- Champion a clear, biblically grounded vision for adult discipleship that aligns with Connecting Every Life to Jesus.
 - Develop and oversee a comprehensive adult discipleship pathway that moves people from connection to maturity to multiplication.
 - Regularly evaluate discipleship effectiveness and refine strategies to foster spiritual growth and engagement.
- Small Group Ministry Leadership**
- Provide overall leadership and direction for the church's small group ministry as the primary environment for adult discipleship.
 - Recruit, train, and mentor lay leaders and volunteers to facilitate groups and provide peer-to-peer care..
 - Develop systems for launching, sustaining, and multiplying healthy small groups.
 - Ensure small groups emphasize Scripture, prayer, fellowship, accountability, and mission.
- Adult Ministry Oversight**
- Lead and coordinate adult discipleship initiatives beyond small groups (MMM, IF Tables, Sunday Studies, mentoring, etc.) as needed.

- Collaborate with the teaching team to align curriculum and sermon series with small group and discipleship content.
- Ensure adult ministries are accessible, hospitable, and spiritually formative for people at various stages of faith.
- Identify and develop emerging leaders with adult ministries.
- Create training environments that equip leaders with theological understanding, relational skills, and practical ministry tools.

Qualifications

- Meets the requirements of 1 Timothy 3:2-7 and Titus 1:6-9
- Minimum Education: college degree in relative field
- Minimum Experience: 5-10 years of working experience in a leadership role
- Preferred Education: Masters of Divinity or related degree
- Preferred Experience: 5-10 years of pastoral ministry

Core Competencies

- Leadership - Exhibits confidence in self and others; Inspires and motivates others; Accepts feedback from others; Gives recognition when appropriate.
- Relationally Skilled - Drawn to people over programs and planning; willing to serve others first and generally well-liked
- Communication - this leadership role will require communicating skillfully in all ways: teaching/preaching, written, and informal/impromptu communication
- Managing People - Strong team-building skills engaging people both skilled and unskilled in accomplishing tasks and responsibilities; Includes staff in planning and decision-making processes; Makes self accessible to staff; Provides regular performance feedback; Improves processes; Continually works to improve leadership skills.
- Planning/Organizing - Prioritizes and plans work activities; Uses time efficiently; Plans for additional resources; Sets goals and objectives; Organizes or schedules other people and their tasks.
- Problem Solving - Identifies and resolves problems efficiently; Gathers and analyzes information; Develops solutions; Uses reason.