

PURPOSE

The Pastor of Discipleship and Care will provide staff support to shepherd and equip the saints of [Redemption Hill Church](#) (RHC). His primary focus will be on disciple-making ministries (i.e. the whole of the great commission from preaching the gospel to presenting people complete in Christ) and care ministries.

QUALIFICATIONS

1. Must be a member of the church in good standing
2. Must live an exemplary life before those he serves, meeting the qualifications of an elder as delineated in I Timothy 3 and Titus 1. Humility, teachability, loyalty and personal holiness are of utmost importance.
3. Must understand and support the church purpose, priorities, vision, and guiding principles. As a staff member, heart and mind must be committed to serving others, supporting the staff and cultivating team ministry.
4. Must have the respect and support of church members and his family
5. Must demonstrate leadership, effective people skills and a consistent desire and ability to train and liberate others in ministry.
6. Must have strong relational and communication strengths and be a lover and developer of people.
7. Must be a self-starter with motivation to follow through with limited supervision.
8. Must demonstrate spiritual maturity and evidence of ongoing spiritual formation.
9. Must be able to support the Lead Pastor and complement his ministry with enthusiasm and wisdom.
10. Must have the ability to work effectively with a leadership team.
11. Must have a heart for outreach and a passion to see both the people and the structures under his oversight reflect this passion in practical ways.
12. Must have significant theological training and ministry experience.

WORK SCHEDULE

Full-time pastoral staff must serve the needs of the ministry without compulsion and with joy. As a guide 50+ hours per week should be customary. More time may be needed on occasion, but care must be taken to balance family, health and non-church activities. A pattern of a weekly day off for rest and renewal is expected.

PRIMARY RESPONSIBILITIES

This is a big job, with the opportunity to be a major culture-shaping voice for RHC. This role presupposes the pastor will leverage his time, pouring into others with a “leadership/coaching” mindset.

Disciple-making (approximately 65% of job)

- Oversee Life groups including recruiting, training and supporting life group leaders and launching new groups on a regular basis.
- Oversee ABC's including recruiting, training and supporting ABC leaders—working with them to ensure a regular rhythm that both builds the continuity and community of their classes and creates “elective” breaks for deeper discipleship courses—which will sometimes be offered alongside and sometimes during a short hiatus of ABC's.
- Oversee deeper discipleship training ministry. This pastor will continually cast vision and promote this ministry so it becomes “part of the furniture” of life at RHC.
- Oversee Missions/Outreach/Compassion based ministries.
- Oversee Leadership Development Ministry in partnership with the Lead Pastor.
- Oversee the Women's and Men's Ministry Directors, working in close partnership to support them and keep their ministries aligned with the overall focus for RHC.
- Be a regular teaching voice in a variety of ministry settings.

Care Ministry (approximately 15% of job)

- Partner with the Care Coordinator and Visitation Director to ensure consistent care for members of RHC who are in need, particularly our senior members.
- Take the lead in pastoral visitation and in coordinating a “shepherd on call” rotation to meet emergency needs.
- Coordinate “pastoral counseling” and maintain a referral system for meeting targeted needs.
- Oversee benevolence ministries in accordance with elder policies

General Pastoral (approximately 20%)

The Pastor of Discipleship and Care will be a major pastoral presence/voice within the RHC family and will:

- Contribute overall leadership in staff and elder settings including:
 - Strategic and Administrative meetings
 - Need based leadership for events, challenges, shepherding etc.
 - Relationship building
 - Group prayer
- Provide a strong pastoral presence for RHC with regular involvement in the gamut of RHC body life. Proactive pursuit of the entire church body to shepherd, develop, encourage and love people. Also, serving as “backstop” staff member for Sunday AM’s and major events.
- Be a culture creating voice who helps the majority of RHC members “over the hump” to becoming intentionally and significantly engaged in disciple making, to stepping into new and significant ministry opportunities, and to stepping into appropriate leadership roles.
- Be a church-wide “momentum builder/people developer”, particularly in discerning key needs and working with other staff to develop ministry teams.

RUMUNERATION

This position begins with an annual salary as established by the elders (based on experience) plus inclusion in all benefits per current policy (e.g. medical and dental insurance, retirement, etc.) A reasonable budget for personal expenses of ministry, books, etc. is also provided. Education and conferences will be funded when possible. A salary review will be conducted annually with appropriate recommendations for salary adjustment made by the Lead Pastor.

VACATION

Paid vacation and holidays will be provided, according to staff policy, and should be taken. Time for ministry training and conferences will also be provided annually.

ORGANIZATIONAL RELATIONSHIPS

The Pastor of Discipleship and Care is under the direct oversight of the Lead Pastor and is ultimately responsible to the Board of Elders. He is member of the Elder team and will serve as a voting member of the board according to constitutional policy.