

Position Description

WellSpring Christian Church

Discipleship Minister

Purpose of WellSpring Christian Church

To help people follow Jesus.

Goal for WellSpring Staff

A team that is good at what they do, loves what they do, and loves the people they are doing it with.

Purpose of the role

To provide a culture of discipleship for all ages.

Principle Function

A committed member of the staff team who leads others to embrace discipleship both within WellSpring's staff and within the congregation at large.

Role Level

Department Lead; Reports to Senior Minister

Competencies

All Team Members should:

- **Be a spiritually mature follower of Jesus who believes he/she has been called to serve the local church.**
- **Demonstrate Godly principles and practices.** Participate in spiritual disciplines to stay connected to Jesus including but not limited to attending Sunday morning worship, tithing, being in a group, and volunteering in an area outside of your staff responsibilities.
- **Communication.** Communicate well in both writing and speech across multiple organizational levels.
- **Use technology effectively.** Use core technology systems and program used by the church (including but not limited to Microsoft Office and Planning Center).
- **Execute ministry.** Perform the most basic forms of ministry within your ministry context/area.
- **Manage work effectively.** This person must be able to make steady progress on long-term goals while simultaneously managing various short-term concerns. Must effectively manage the tensions between "urgent" & "important" tasks & relationships. Possess the ability to function at a high level of effectiveness and calm in stressful situations.

The following competencies are specific to this role:

- **Education.** Bachelor's degree (Bible or Theology) from an accredited college / university required.
- **Ministry Leadership.** Ability to lead and develop ministry teams, particularly in a group context. Ability to foster spiritual growth. Ability to teach the Bible in a relevant manner. Six plus years of ministry leadership experience strongly preferred.
- **Relational Skills.** Exceptional interpersonal skills, demonstrating empathy, compassion, and the ability to build strong relationships with diverse individuals and groups. The ability to foster unity even through conflict and disagreements.
- **Self-Motivated.** Ability to work without supervision, dependable and consistent in quality of work.
- **Servant's Heart.** Ability to maintain a good attitude in difficult situations, work under pressure, and manage, teach, and disciple a team of volunteers and staff.

Responsibilities

This person is responsible for:

- Attending and participating in regular scheduled staff and pastoral team meetings.
- Providing pastoral care and support when on call and as needed.
- Following Financial Team guidelines and working within the ministry area's approved budget.
- Mentoring, encouraging, and providing oversight to three key discipleship staff positions: Student Minister, Kids Minister and Care & Missions Minister.
- Overseeing WellSpring's Residency Program, working alongside pastoral staff to lead the program.
- Overseeing all aspects of group ministry, including leadership development, discipleship & training, and fostering engagement. Track key metrics and ensure collaborative teamwork.
- Developing strategies for group growth and onboarding of new group leaders.
- Providing sermon-based discussion guides for groups.
- Ensuring the teaching in groups is theologically sound.
- Providing extra care, support and accountability to new leaders, new groups, struggling and challenging groups.
- Creating and overseeing an annual (or bi-annual) Embrace Discipleship Retreat.
- Working with the Senior Minister to provide leadership, support and direction to the W| Collective.
- Working with the Senior Minister to implement seminars to aid in discipleship.
- Working with the Senior Minister to further establish and develop discipleship into the overall culture of WellSpring.
- Preaching and Teaching as needed.

Hours/Compensation/Benefits

- Full Time: 50 hours per week including time to attend a worship service and participate in a group.
- Pay Range: to be discussed upon inquiry; based upon experience.
- Benefits: Retirement, Paid vacation, sick time, ministry time away and holiday time off and additional benefits.