

Equipping Pastor Job Description

Cedar Hill Baptist Church



Job Summary:

As a member of the pastoral team, he shall focus on implementing and executing the overall disciple-making ministry plan, working in conjunction with the church's mission and Senior Pastor in the development of the outreach, assimilation, discipleship and mobilization ministry of the church.

Qualifications:

1. Be a growing Christian, committed to Jesus Christ, and confident of God's call to serve.
2. Be qualified according to the biblical standards of spiritual leadership (1 Tim. 3:1-13; Titus 1-2).
3. Be a covenant faithful member of Cedar Hill Baptist Church, in full agreement with our confession of faith, and committed to our mission of disciple-making.
4. Willing to work with the Senior Pastor and other staff as part of the team in carrying out the ministry of the church.
5. Willing to utilize his spiritual gifts in fulfilling this ministry description, believing God has equipped and burdened him for it
6. Have the necessary training, experience, and competence in the areas of his responsibilities, committed to continual development as a steward and servant leader.

Responsible to: The Senior Pastor.

Specific Duties:

- These duties may be modified by the Senior Pastor as needed in order to improve the overall effectiveness of the team.
- He will meet regularly with the staff under the leadership of the Senior Pastor for coordination, team building, and ministry development.

Equipping and Discipleship:

1. **Spiritual Formation:** He will work with the Senior Pastor in developing and implementing a comprehensive discipleship strategy focusing upon spiritual formation in order to bring every believer to maturity in Christ in the context of a vibrant community life in harmony with the Colossians 1:28 guiding principle.
2. **Small Groups (LifeGroups):** He will be responsible for the development and oversight of the Midsize or Small Group Ministries of the church in harmony with the church's philosophy to utilize the these groups as the primary vehicle for discipleship.
3. **Adult Bible Fellowships:** He will provide leadership in recruiting, training and overseeing the lay leadership of the Adult Bible Fellowship ministry in harmony with the church's mission, philosophy and values.
4. **Ministry Placement:** He will give oversight to the recruitment, training, and placement ministry in harmony with the church's vision, helping people to discover and develop their spiritual gifts in the context of ministry.
5. **Specialized Adult Ministries:** He will oversee the development and coordination of the 'Target' or 'special-focused' adult ministries—such as singles, seniors, men, women, etc.—developing, training, and assisting these lay-led ministries.
6. **Discipleship Oversight:** He will work with appropriate pastoral and/or lay staff in providing leadership, training and coordination to the various ministries of the church, including Adult, Student and Children's Ministries.

Additional Leadership and Administration Responsibilities:

1. As part of the pastoral team, he will assist the Senior Pastor in the development of the overall direction of the ministry.
2. As part of the pastoral team, he will assist the Senior Pastor in leadership development and training.
3. There may be times when the responsibilities of the Equipping Pastor and other staff members overlap. These areas will be discussed in the regular staff meetings with the Senior Pastor so that there will be no misunderstanding.

Profile of the Equipping Position (Elaborated)

- *Lead the development of a strategy and structure for equipping adults which implements our **Colossians 1:28 guiding principle**, while ensuring integration into our strategic vision: developing leaders, designing systems, creating environments, and providing experiences that produce **mature, equipped, reproducing disciples**, who develop and multiply mature, equipped, reproducing churches.*
- *Lead the implementation of our strategy and structure for community groups (LifeGroups); which would include the development of a system of training and coaching small group leaders, and the development of the curriculum plan in harmony with the Senior Pastor's direction.*
- *Lead the development of a strategy and structure for mentoring leaders for all ministries and groups.*
- *Oversee the staff and volunteer leaders for Adult Bible Fellowships; our mid-sized connecting congregations for all life stages.*
- *Oversee the volunteer leaders for assimilation (visitors, newcomers, membership, service).*
- *Provide relevant, biblical teaching within our adult ministry venues.*
- *Serve on the Pastoral/Ministry Management Team; consisting of the Senior Pastor and those selected by him. This position reports to the Senior Pastor.*
- *Agree with the doctrinal statement, vision statement, and core values of Cedar Hill.*
- *The best candidate will have a M.Div. equivalent, have 10 years ministry experience, have experience serving on a larger church staff, have supervisory experience, have leadership experience in an equipping ministry, and have leadership experience in a small group ministry.*
- *The best candidate must foremost be an equipper. The person we are seeking must possess a passion for mentoring and mobilization, empowering and releasing adults into ministry and gospel impact.*