

# First Church Restart

## Job Description

Job Description:

**Pastor of Discipleship & Spiritual Formation** – Bivocational; 20-25 hours a week of church work, 20-25 hours a week in incarnational/missional work paid or unpaid.

Position: Pastor (Discipleship and Spiritual Formation)

Oversight: Discipleship, Leadership/Equipping for Discipleship Groups, Pastoral Care through Spiritual Formation

Purpose: The work of starting, and in this case restarting, a church requires a team of people willing to join God who is already at work in the world. This role is for a core member of the restart team to help give direction to the way God is reshaping this local church. This role would give leadership to the state and processes of discipleship/spiritual formation for the new congregation in Des Moines.

Uplink: Lead Pastor

### Responsibilities:

- Work with the pastoral team to discern mission and values through the lens of a neighborhood incarnational model of church plant.
- Live as a missionary with the posture of “guest” and “listener”<sup>1</sup>
- Lead a team in the development and growth of a strong discipleship group ministry, casting vision for a new (yet Wesleyan) way of doing spiritual formation.
- Foster community involvement and spiritual growth within the life of the larger congregation.
- Identify new places where discipleship groups could be hosted.
- Develop and maintain a plan that ensures continuous improvement and growth of discipleship group involvement.
- Plan and execute regular discipleship group connection events (when needed).
- Function as overall leader of discipleship groups, coaching small group leaders in successful completion of their day-to-day duties and responsibilities.
- Foster a strong, active, growth and recruiting focused network of discipleship group leaders, group members, and individuals interested in becoming part of the church’s discipleship group ministry.
- Connect new people with a discipleship group meeting in their “neighborhood.” (i.e. their work place, their neighborhood, the local coffee shop, etc.)
- Plan and execute leader/host training and recognition events, ensuring the existence of a healthy body of discipleship group leaders.
- When needed, create promotional materials and methods that ensure everyone at the church is aware of discipleship group location, its purpose and importance, and how to get connected.
- Identify, develop, and/or select curriculum and other study materials and tools.
- Corporate discipleship group pushes as part of the church’s weekend service planning and design processes.

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<sup>1</sup> Following the model of Luke 24 and the Emmaus Road encounter, Jesus is present with the sojourners first as guest. We see ourselves primarily as guests in our neighborhood, waiting for an invitation to be present.

- Work to make connections in the Lower Beaver, Beaverdale, and Merle Hay neighborhoods with non-profits and neighborhood associations.
- Function as a member of the church's pastoral staff performing baptism services, weddings, funerals, pastoral care (hospital/nursing home care), preaching, etc. as part of a rotation schedule.
- Assist in the development of an annual budget and manage spending to budget.
- Perform other duties as assigned.

**Special Skills, Knowledge, and Training:**

1. Have strong relationship skills.
2. Have a strong pastoral intuition.<sup>2</sup>
3. Know the role of a pastor in a congregation and have a strong pastoral theology.<sup>3</sup>
4. Be Wesleyan in theological scope.
5. Have an affinity for a liturgical model of worship.
6. Be a person who seeks to be a Spirit-filled leader that is mature, has interpersonal strength, and seeks wisdom.
7. Has the ability to show discretion, seeks purity, and demonstrates humility.
8. Be a self-starter.
9. Committed to life-long learning by seeking informal and formal educational opportunities.
10. Is recognized by the larger Church community to have the gifts and graces for pastoral ministry (Ordination is not a requirement, but the pastor must be on track for ordination).

**Ministry Expectations:**

1. To be willing to be a part of a pastoral team of leadership where mutual submission is the primary value
2. To keep Sabbath
3. To meet at least weekly with the leadership team for prayer, discernment, discussion, planning, and formation.
4. To be willing to share joys, frustrations, and trials of this endeavor through honest conversation
5. To keep to and share a rule of life with the leadership team
6. To give time and financial resources to kingdom work.
7. To tithe to the church

**Level of Responsibility:**

The Pastor of Discipleship & Spiritual Formation submits to the pastoral team of the First Church Restart. The person in this position uses initiative and discretion in integration with other staff, congregants, and visitors. Because of the nature of the role, the Pastor of Discipleship & Spiritual Formation must demonstrate a high level of trust and the ability to protect the reputation and integrity of others through confidentiality.

**The candidate must successfully pass a background check as part of the Ministry Safe Child Protection Program**

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<sup>2</sup> Paul's charge to Timothy is a charge to all pastors: "...proclaim the message; be persistent whether the time is favorable or unfavorable; convince, rebuke, and encourage, with the utmost patience in teaching... always be sober, endure suffering, do the work of an evangelist, carry out your ministry fully. 2 Timothy 4:2, 5 (NRSV)"

<sup>3</sup> A pastor serves the congregation as prophet, priest, and king. The pastor recognizes that he/she represents the Church and is given authority by the Church. Therefore, with this authority, the pastor is to carry out priestly duties and is to act prophetically, calling people into a right relationship with God.