



PASTOR OF DISCIPLESHIP

Reports to: Harvest Church Senior Pastor

Oversees: Harvest Huntsville and Bracebridge Locations in Discipleship and Connections

Hours: Fulltime position with hours consistent with staff policies

Compensation: Consistent with established patterns

Benefits: Full benefit plan; Matching RRSP program, vacation, pastoral care plan

SUMMARY

Harvest Church is a united and collaborative multi-Church network with a mission to reach small towns with vibrant Churches that are passionate about proclaiming God's Word, authentically worshipping Jesus, dependent on prayer and active on mission.

The Pastor of Discipleship will provide leadership for the Discipleship and Care ministries in our two Muskoka locations while building a strong team of Life Group Leaders and working in partnership with our Soul Care Pastor to help facilitate discipleship, care and counselling. The Pastor of Discipleship will also work with our Administrative Team to give oversight to the Connections ministry to ensure people are engaging in the life of the Church.

PRIMARY OBJECTIVES

- Direct and implement discipleship.
- Develop and oversee our Life Group Leaders.
- Give care and oversight to our Care and Connection Teams.
- Love and pastor people.
- Preach at least 8-10 times per year.

PRIMARY COMPETENCIES

Pastoral Effectiveness - Ability to meet people where they are emotionally, spiritually, and physically while pastoring them to grow further in their walk with Christ to follow, worship and serve Him.

Administration - Demonstrated ability to assess ministry opportunities, formulate strategies, and implement tactics toward sustainable ministry.

Communication - Demonstrated capacity to inspire, instruct, and encourage through effective communication in various settings. Able to teach, preach and generate content and curriculum.

Collaborative Leadership - Strong leadership skills and ability to connect with leaders toward ministry outcomes. Ability to integrate multiple perspectives and synthesize them into a cohesive plan.

Leadership Development - Ability to lead, recruit, resource, and mobilize volunteer teams and leaders with a proven capacity to multiply leaders.

Theologically Adept - Ability to biblically and theologically lead congregants in their discipleship.

RESPONSIBILITIES

- Supports Lead Pastor with the primary responsibility of pastoral duties of the congregation (visitations, premarital counselling, weddings, funerals, pastoral counselling, etc.).
- Assumes accountability for Life Groups, including recruiting, training and coaching new leaders, overseeing their spiritual health, and keeping them relational and missional.
- Executes other discipleship initiatives including Equipping Classes.
- Provides strategic leadership and responsibility for our Connections and Care Ministries and ensures the teams are equipped and appreciated.
- Strategizes and collaborates with the Lead Pastor on the annual calendar and site initiatives.
- Acts as a servant by inviting, discipling, training and equipping others to serve.
- Ensures ministry is created, promoted and lead with a high level of excellence.
- Commits to being a lifelong learner through spiritual, professional, and self-development.
- Contributes to the Harvest staff culture by participating joyfully and working well on the team.
- Preaches at least 8-10 per year.

KEY RESULTS

Gospel

Lives being transformed by the Gospel is demonstrated through seeing:

- the lost saved (people hearing the gospel, responding and being baptized)
- the saved matured (people growing more like Jesus and joyfully serving in response to the gospel)
- the matured multiplied (people growing in discipleship and becoming disciple-makers)

Community:

- Volunteer teams are healthy in number and commitment; they are equipped, engaged, and appreciated.
- People are given the opportunity to use their gifts and talents in high-capacity volunteer roles by entering into the work that Christ is doing through the local Church.
- New people are welcomed and encouraged to engaged in Church life.
- People are being strategically connected to discipleship tracks, and Life Groups are being regularly established.
- Life Groups are growing deeper in the Word, community and mission.

Mission:

- People are being connected with and feel cared for.
- People are equipped and engaged to grow relationships with unchurched people – connecting with them, caring for them, sharing the gospel, and inviting them into community.