

Position: Pastor of Community and Discipleship

Reports to: Executive Pastor

Classification: Full-Time, Pastoral Staff

Start Date: TBD

The Role

Our church is five years old and has grown from 200 to over 1,200 in weekly attendance. We are prayerfully seeking a Pastor of Community and Discipleship who will champion a culture of discipleship, train and release healthy leaders, and develop thriving ministries that help adults take their next steps in Christ.

This role will be both strategic and shepherding—building systems that multiply leaders and ministries, while personally modeling discipleship and relational investment. The Pastor of Community and Discipleship will also participate in preaching as needed, but the priority will be to lead and oversee four key discipleship pathways.

The Right Fit

As a staff member, our desire is that your life would reflect the following family traits: *Christ-Centered, Community Driven, Outwardly Focused, Joyfully Generous, Prayerfully Dependent*. Furthermore, we are looking for the right person who can carry our staff culture which includes the following: *Do whatever it takes. Reject good for great. Never stop learning. Honor up, down and all around. Make it fun- laugh loud, hard, often. Be present wherever you are.*

Core Responsibilities

Community Groups

- Launch, oversee, and multiply sermon-based Community Groups.
- Recruit, train, and coach group leaders to foster spiritual growth, authentic relationships, and mission.
- Develop systems for assimilation and connection so that new people can easily join groups.

Discipleship Groups

- Implement and oversee gender-specific Discipleship Groups utilizing *Discipleship Essentials* by Greg Ogden.
- Identify and equip mature believers to lead these groups and reproduce themselves.
- Create clear pathways for progression from Community Groups to Discipleship Groups.

Men's and Women's Ministry (BridgeMen & BridgeWomen)

- Launch and lead large-group equipping environments for men and women.
- Provide vision and oversight to teams that organize events, Bible studies, retreats, and serve opportunities.
- Ensure these ministries complement, rather than compete with, Community and Discipleship Groups.

BridgeEquip

- Develop BridgeEquip classes and workshops that address practical areas of life (marriage, parenting, finances, spiritual disciplines, leadership, etc.).
- Recruit and empower gifted teachers and facilitators from within the church body.
- Provide clear next steps for ongoing discipleship beyond these classes.

What Success in this Role Looks Like:

- At least 60–70% of weekly attenders are engaged in a Community Group or Discipleship Group within three years.
- A clear and reproducible leadership pipeline is in place, with healthy leaders consistently being trained, coached, and released.
- Community Groups are multiplying regularly, with new groups launching to meet growing demand.
- Discipleship Groups are producing leaders who in turn launch new groups, creating a culture of multiplication.
- BridgeMen and BridgeWomen environments are thriving, equipping men and women in their faith and drawing strong participation.
- BridgeEquip classes are offered regularly, with high participation, and attendees clearly articulate how the content has impacted their lives (marriage, parenting, finances, etc.).
- Congregants see the Pastor of Community and Discipleship as a shepherd, equipper, and trainer, not just an organizer.
- Adult ministries are not siloed, but are aligned with the overall vision of the church and integrated into the discipleship pathway.
- As pastoral staff, the pastor contributes to the spiritual health, unity, and biblical faithfulness of the church.

Qualifications

- A growing, vibrant relationship with Jesus Christ marked by humility, integrity, and servant leadership.
- Alignment with the theology, mission, and values of our church.
- A heart to equip and release leaders rather than do all the ministry alone.
- Proven track record of leading in discipleship, group ministry, or adult education.
- Ability to teach the Word of God clearly and effectively in both large and small group contexts.
- Strong organizational, leadership, and relational skills.
- Master of Divinity or equivalent theological training preferred.
- Minimum 5 years of ministry leadership experience.
- Passionate about helping people grow spiritually and become disciple-making disciples.
- Relationally warm and approachable, yet able to lead with vision and conviction.
- Equipper at heart—finds joy in seeing others thrive in leadership.
- Flexible and innovative, able to adapt to a rapidly growing church environment.

*If you are interested in applying for this position, please send your resume to staffing@bridgefellowship.net