



Discipleship Pastor

The Discipleship Pastor is responsible for leading and developing Crosswinds Church's discipleship pathway, with a strong focus on life groups, spiritual formation, and clear next steps for spiritual growth. This role exists to help people move from attending to belonging, and from belonging to growing as disciples of Jesus.

This role supports Crosswinds Church's mission to **Preach the Word, Make Disciples, and Care for Others** by creating clear, intentional pathways and on-ramps for people to deepen their spiritual journey, recognizing that individuals enter discipleship from different starting points and seasons of life.

This is a pastoral role that requires both vision and execution. The Discipleship Pastor must be comfortable building systems, shepherding leaders, and working within the realities of a growing church where not everything is fully built yet.

Key Responsibilities

Discipleship Strategy & Oversight

- Own and lead the overall discipleship strategy of Crosswinds Church in alignment with the church's mission, values, and vision.
- Design, maintain, and continually refine clear on-ramps into discipleship & spiritual formation.
- Ensure the discipleship pathway is effectively implemented across all ministries at Crosswinds, working collaboratively with other ministry leaders & staff.
- Develop, refine, and oversee the church's life group model, including structure, rhythms, expectations, and ongoing improvement.
- Evaluate effectiveness regularly and make adjustments as needed.

Life Groups & Leader Development

- Recruit, train, coach, and care for life group leaders.
- Provide ongoing support, encouragement, and accountability for leaders serving within discipleship ministries.
- Develop systems for onboarding new leaders and multiplying healthy groups over time.
- Foster a culture where leaders are spiritually healthy, supported, and aligned with Crosswinds' theology and values.
- Oversee volunteer development specifically within discipleship-focused ministries.

Spiritual Formation

- Champion spiritual formation across the church, helping people grow in their understanding of scripture, prayer, community, and obedience.
- Curate or develop resources that support individual and group spiritual growth.
- Partner with other ministry areas to ensure discipleship is integrated across the life of the church, not siloed.

Next Steps & Assimilation

- Provide oversight and direction for next steps environments and processes, helping people take meaningful steps toward deeper involvement.
- Work collaboratively with staff and volunteers to ensure clarity and consistency in how people are guided into discipleship.
- Identify and remove barriers that prevent people from engaging in appropriate on-ramps and moving forward along the pathway.

Teaching & Pastoral Ministry

- Preach or teach occasionally as invited or needed.
- Provide pastoral care as appropriate within the scope of the role.
- Model spiritual maturity, humility, and shepherding leadership.
- Committed to the mission, vision, and values of the church.

Leadership & Team Collaboration

- Work closely with the Executive Pastor to align discipleship efforts with broader church strategy and operations.
- Maintain a collaborative relationship with the Lead Pastor, ensuring theological and directional alignment.
- Partner with other pastors and ministry leaders to reinforce a unified approach to disciple-making.

Qualifications & Expectations

- A growing, evident walk with Jesus and a clear calling to pastoral ministry.
- Demonstrated experience leading discipleship, life groups, or similar ministry environments.
- Strong leadership and organizational skills, with the ability to move from vision to execution.
- Ability to lead people, build systems, and navigate change with wisdom and humility.
- Theological alignment with Crosswinds Church & affirmation of Crosswinds' Positional Statements.
- Comfortable working in a growing church and adapting as needed.
- A ready-now leader who can step in, assess, and lead with initiative and clarity.

Classification: Full-time | Salary

Direct Report: Executive Pastor | Works closely with the Lead Pastor