



EXECUTIVE PASTOR OF DISCIPLESHIP

Current Lead Pastor: Pastor Michael Lacobee

Reports to: Lead Pastor, Elders of River Stone Fellowship

Supervises: Pastor of Operations, Ministry Staff & Leadership (NextGen, LifeGroups, DGroups, etc.)

Status: Full-Time, Salaried

Primary Focus: Shepherding ministry alignment, cultivating disciple-making health, leading staff and teams to fulfill the River Stone's mission with clarity, purpose, and unity.

ROLE SUMMARY

The Executive Pastor of Discipleship is a trusted, pastoral leader who serves the Church by ensuring that all ministries are growing toward the same end; for River Stone Fellowship to be a Jesus-centered family, making disciples who reach the world with the Gospel, through worship, community, mission, and multiplication. He is not a corporate manager, but a called shepherd—marked by humility, clarity, and faithfulness—who helps bring order, focus, and fruitfulness to the life of the Church.

He partners closely with the Lead Pastor and Elders in shepherding the body and guiding the Church's direction, while also giving specific oversight to the leadership and development of the staff, the integration of ministries, and the intentional movement of people from connection to maturity. He works alongside the Pastor of Operations to ensure that ministry is sustainable and supported, and he leads by equipping others, not by doing everything himself.

This is a pastoral role, rooted in Scripture, grounded in relationships, and driven by the mission of Jesus.

PRIMARY RESPONSIBILITIES

I. PRIMARY MINISTRY ALIGNER & DISCIPLESHIP ARCHITECT

Unified Direction & Spiritual Formation

- *Helps ensure that all ministries, from kids to adults, are aligned to River Stone Fellowship's mission through worship, community, mission, and multiplication.*
- *Oversees and strengthens the Church's discipleship pathway across all age groups and life stages.*
- *Keeps ministries focused on Colossians 1:28–29: "presenting everyone mature in Christ."*

Health Over Hype

- *Helps evaluate and refine ministry environments for real fruit, not just activity.*
- *Leads ministry leaders to develop people, not just programs.*
- *Shapes environments where Biblical teaching, authentic community, and intentional mission naturally flourish.*



II. PRIMARY STAFF LEADER & EQUIPPER OF LEADERS

Shepherd-Leader of the Staff

- *Leads the day-to-day work of the ministry staff with joy, clarity, and spiritual focus.*
- *Provides care, direction, accountability, and encouragement for each staff member.*
- *Helps shape a staff culture marked by prayer, humility, grace, unity, and mission*

Equipping the Saints for Ministry

- *Identifies, trains, and supports leaders, teachers, trainers, coaches, and disciple-makers.*
- *Builds a reproducible leadership pipeline across ministry areas.*
- *Develops and teaches equipping environments that help members grow into mature disciples and effective ministers.*

III. PRIMARY MINISTRY PLANNER & STRATEGIC PARTNER

Strategic Planning

- *Helps turn the Church's theology and vision into intentional rhythms, plans, and ministry environments.*
- *Keeps the Church from drifting into busyness by asking: Does this genuinely help people love and follow Jesus?*
- *Leads ministry planning processes with the staff team and assists with elder collaboration.*

Partnering with the Pastor of Operations

- *Works closely with the Pastor of Operations to ensure that ministry is well-supported and well-executed.*
- *Collaborates on calendar planning, event execution, and ministry logistics without losing pastoral focus.*
- *Keeps communication and coordination healthy across ministries and teams.*

IV. PRIMARY Church-WIDE SHEPHERD

Gospel-Centered Shepherding

- *Shares the pastoral care load with the Pastor/Elders, providing counseling, guidance, and support to members.*
- *Invests relationally in men, families, and emerging leaders.*
- *Helps the Church live as a spiritual family, not a religious organization.*

Discipleship That Multiplies

- *Leads the Church not just to grow, but to multiply as disciple-makers.*
- *Helps people find and use their gifts for the building up of the Church.*
- *Shapes a culture where making disciples is normal, expected, and joy-filled.*



CHARACTER QUALIFICATIONS

The Lead Pastor must meet and continually pursue the Biblical qualifications of an elder as found in:

- *1 Timothy 3:1–7*
- *Titus 1:5–9*
- *1 Peter 5:1–5*

He must:

- *Walks with Jesus daily and leads his family with love and integrity.*
- *Is doctrinally sound, emotionally steady, and relationally wise.*
- *Loves the local Church and serves without seeking platform or power.*
- *Is humble, honest, prayerful, and filled with the Spirit.*
- *Joyfully submits to the leadership of Christ and the unity of the elder team. Doctrinally and distinctively aligned.*

MARKS OF FAITHFUL LEADERSHIP

(Fruitfulness indicators, not performance metrics, discerned over time)

- **Alignment:** *Ministry leaders and environments are unified under the mission and moving in the same direction.*
- **Maturity:** *People are growing spiritually and stepping into Biblical community and mission.*
- **Multiplication:** *New leaders, groups, and disciples are being trained and released regularly.*
- **Staff Health:** *The staff team is growing in clarity, unity, joy, and Biblical fruitfulness.*
- **Leadership Development:** *Leaders are being shepherded, not just used; equipped, not just deployed.*
- **Support & Strategy:** *Ministry is executed wisely, planned well, and freed from chaos or burnout.*
- **Spiritual Integrity:** *He leads from the presence of God, not personal ambition or pressure.*