



Position Description for
Associate Pastor – Disciple-Making Ministries

Title: Associate Pastor- Disciple Making Ministries

Reports to: Senior Pastor

Employment Status: Exempt

Summary of Position: The primary focus is to develop and lead the disciple-making ministries for children, youth, families, and adults at North Heights Lutheran Church (NHLC). This pastor must have a passion for equipping the people of North Heights, by the power of the Holy Spirit, to share Jesus through intentional “life on life” relationships.

Responsibilities:

- Proclaim that Jesus is Lord and the only way to salvation
- Preach and teach the Bible as ultimate truth, inspired by God and Holy Spirit breathed, with all authority for living the full Christian life
- Lead and manage the Children, Youth and Family Departments and align the disciple making ministries to the mission and vision of NHLC
- Create and lead a clear and simple disciple-making process at NHLC which includes:
 - Teaching the congregation to be filled with the Holy Spirit
 - Praying for others
 - Leading the lost to Christ
- Create disciple-making small groups with an outward focus
- Develop leaders and core teams for ministry growth
- Perform other pastoral responsibilities as assigned

Congregational Outcomes Required of this Position:

- Increased biblical knowledge and awareness of God’s will in actionable ways
- Increased number of leaders and core teams for every area of ministry
- Increased participation in small groups for effective outreach
- Increased number of people sharing their faith, praying with others, and leading individuals to Christ

Knowledge, Skills, Abilities, and Requirements:

- Must be a member of a clergy roster or graduate of an accredited seminary
- Undergraduate degree required; Master of Divinity degree preferred
- Three to five years of relevant experience preferred
- Has successfully worked in a team-based leadership structure

- Has experience in leading and managing ministries through collaboration
- Has exhibited success in ministry leadership, mentoring, and training/development of leaders/teams
- Has effectively communicated (e.g. verbal, nonverbal, written, social media) with people of all ages in small and large group settings
- Understands and embraces the historical Lutheran perspective on scriptural interpretation
- Demonstrates a Christ-centered, Spirit-filled life, as evidenced by the gifts and fruits of the Holy Spirit
- Demonstrates the qualities written for leaders in Timothy, Titus, and 1 Peter
- Will follow and submit to the Constitution and bylaws of NHLC