



## POSITION DESCRIPTION ADULT DISCIPLESHIP PASTOR

<p><b>Approved:</b> January 6, 2026  <b>IRS Worker Classification:</b> Employee  <b>FLSA Classification:</b> Exempt  <b>WSFC Ministerial Licensure:</b> Licensed</p>	<p><b>WSFC Employment Category:</b> Regular, Full-Time  <b>WSFC Staff Category:</b> Ministerial Staff  <b>WSFC Hiring Approval Level:</b> Elder Board</p>
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### SUMMARY

The Adult Discipleship Pastor serves the body of West Shore Free Church (WSFC) by encouraging and equipping adults to take their next step in following Jesus and making Him known. This position provides direct oversight for WSFC’s Engagement Pathway, as well as LifeGroups and Learning Communities. This position also oversees and aligns adult discipleship ministries with the Engagement Pathway.

### QUALIFICATIONS

#### Ministry Specific

- Bachelor’s degree required, with additional biblical and theological training preferred
- 3+ years of demonstrated ministry experience, including preaching, officiating weddings and funerals and supervising employees
- Strong foundational knowledge of the Bible
- Demonstrate requisite gifts, skills and passion to fulfill the role and perform the responsibilities with excellence
- Genuine walk with Christ including spiritual maturity, depth and commitment to making disciples
- A clear call to and love for the local church with a willingness to be “all in” with the mission and values of the church
- Excellent people skills with the ability to engage all types of personalities with sensitivity and discernment
- Excellent communication skills
- A team builder with the ability to collaborate across ministry lines
- Demonstrate a contagious passion to enfold others into community along with the ability to discern and guide participants into positive group experiences

#### Team

Considering the critical role each employee plays in advancing the mission that God has given us at WSFC, each employee shall:

- Express a credible and growing personal faith in Jesus Christ.
- Affirm WSFC’s Statement of Faith, Constitution & Bylaws and Mission, as well as abide by church positions and policies.
- Demonstrate a strong commitment to the corporate life of our church.
- Become a member of WSFC within one year of employment.

### RESPONSIBILITIES

#### Ministry Specific (80-90%)

- Champion our Engagement Pathway to encourage and equip adults to take their next step in following Jesus and making Him known, including various defined steps and regular



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opportunities for people to explore their next step from new attendee assimilation to membership.

- Oversee and create alignment among the staff and lay leaders of the adult ministries, including Marriage, Men's, Women's, Young Professionals and Singles.
- Collaborate with Next Gen ministries (Children and Students) to develop and coordinate the Engagement Pathway at all age levels, as well as Sunday morning strategies and classroom utilization.
- Oversee the creation and implementation of the Adult Discipleship ministry budgets.
- Oversee and improve a comprehensive approach to church membership.
- Oversee the church library through the direct coordination of the Church Librarian (which is a part-time staff position.)
- Provide direct oversight and strategic leadership for LifeGroups and Learning Communities.
- Facilitate Young Professionals and Singles ministries through lay leadership teams.
- Commit to spiritual and professional growth and development by participating in conferences, courses, cohorts or other helpful resources.

### **Team (10-20%)**

- Participate on the preaching team under the direction of the Senior Pastor.
- Partner with the other members of the Ministerial Staff, the Senior Pastor and the Elders to seek and pursue God's direction for our church.
- Participate in the church-wide mission to Follow Jesus and Make Him Known in personal life and ministry.
- Supervise and develop staff members reporting under this role.
- Other duties as may be assigned, including duties listed in "General Expectations for Ministerial Staff" document, available via Human Resources.

### **REPORTING RELATIONSHIPS**

The Adult Discipleship Pastor serves under the general authority of the WSFC Elder Board and the leadership of the Senior Pastor, while reporting to the Executive Pastor. The Adult Discipleship Pastor works collaboratively with staff and volunteers to meet WSFC goals. The Adult Discipleship Pastor supervises the Marriage & Men's Pastor, the Women's Ministry Director, the Church Librarian and an Administrative Coordinator.

### **WORKING ENVIRONMENT**

Work will be primarily accomplished on-site and may require occasional travel. Workdays and work hours will vary to meet ministry needs and may include evening or weekend events.

NL Moore and Associates is managing the search process for this position. If interested in applying, please contact:

Tim West

Senior Ministry Consultant

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