

<b>Role Title:</b>	Discipleship Pastor
<b>Role Holder:</b>	
<b>Reports To:</b>	Multi-Site Pastor
<b>Role Purpose</b>	
<p>The Discipleship Pastor (DP) is responsible for the development and care of individuals across locations. The DP will oversee the strategic pastoral model which will provide a framework for people to engage with C3 and develop in their personal relationship with Jesus.</p> <p>Working closely with Location Pastors and Ministry teams, the DP will oversee the spiritual health and connection of individuals to C3 across all locations. The role will ensure effective, assimilation and engagement, leadership development and administration of pastoral care.</p>	
<b>Principal Accountabilities</b>	
<ul style="list-style-type: none"> <li>• Introducing a pathway for holistic global pastoral provision within the parameters of agreed C3 strengths.</li> <li>• Overseeing the C3 Discipleship Pathway and its application and administration across all locations.</li> <li>• Ensuring the continual growth and health of the C3 Groups ministry and the engagement of development of the associated leaders.</li> <li>• Recruiting, leading and empowering key volunteers and teams to effectively fill their roles in a manner that reflects the values, vision and strategy of C3</li> <li>• Ensuring the global value, provision and availability of varied contexts for prayer, both corporate and personal.</li> <li>• Providing key courses &amp; programs associated with the spiritual health and develop of individuals.</li> <li>• Overseeing the engagement processes of those who are new to church to ensure that they are 'known and valued' and are connected with C3</li> <li>• Creating and reporting timely Key Performance Indicators and metrics to determine progress towards agreed outcomes</li> <li>• Ownership of discipleship budget for income and expenditure, providing financial reports to the Multi-Site Pastor or Lead Team as needed</li> <li>• Providing line management, pastoral support and growth opportunities to the C3 Academy Director, WTC Hub Coordinator and Pastoral Lead.</li> </ul>	
<b>Relationships</b>	
<ul style="list-style-type: none"> <li>• Reports to the Multi-Site Pastor, providing reporting, updates and advice on the overall health of congregations.</li> <li>• Oversees the Pastoral Lead to ensure the administration of Pastoral care and growth and</li> </ul>	

development of the wider Pastoral Team.

- Oversees the C3 Academy Director & WTC Hub Coordinator in creating opportunities for the congregation and other believers to grow in the theological and leadership abilities.
- Works with the Welling and Courses Coordinator to ensure synergy across the provision of key courses outside and inside C3.
- Works with Location Pastors to implement the global discipleship strategy allowing for local deviations.
- Works with 0-18 Pastors and YA Pastors to identify and realize opportunities for further discipleship across age ranges and demographics.
- Works with the Operations Team to ensure compliance and governance with legal obligations and that central processes are maintained
- Works with the Creative Team, involved in both content discussions and delivery processes specifically related to Discipleship content.

#### Character Attributes

- **Faith:** Relationship & commitment to Jesus Christ
- **Vision:** Commitment to The C3 Church and its vision
- **Loyalty:** Commitment and loyalty to the leadership of The C3 Church
- **Teamwork:** Ability to work in a team environment
- **Maturity:** Spiritual maturity evidenced by a pleasant, forgiving, non-judgmental, but assertive manner
- **Passion:** A passion for building healthy church and focused on the Great Commission
- **Community:** Family-oriented, generous at heart and authentic
- **Influence:** Spiritually potent and contagious in spirit
- **Competency:** Naturally gifted leadership, united and committed to the part they play
- **Achievement:** Constantly looking to the future, focused on the Great Commission
- **Creativity:** Visionary in nature and innovative in expression
- **Love:** Lovers of God, people and life

#### Skills and Education

##### Education / Experience:

- **Education:** Qualifications in the areas of Theology or Christian Ministry are desirable.
- **Leadership Experience:** Experience in leading, caring for and pastoring people is essential.
- Experience of working in multisite churches is desirable

##### Skills / Role Attributes:

- **Decision Quality:** You are patient to collect information, humble to ask for opinions, and good at learning from the past to make good decisions.
- **Strategic Mindset:** You are not just focused on day-to-day activities but focusing on the strategy for tomorrow, you plan the best route to take.
- **Drives Vision & Purpose:** In the changing times, you hold onto the vision and purpose, you tangibly demonstrate your commitment to it, and help others to “see” how their part contributes to the bigger picture.

- **Problem Solving:** You know how to define problems (without jumping to conclusions), analyse, collaborate, and act appropriately.
- **Managing Work & Establishing Priorities:** You are good at establishing realistic but stretching goals for yourself and others. You equitably measure work.
- **Developing Others:** You know our process for growth and are a leader who prioritises your team members' development.
- **Motivates & Builds Effective Teams:** You are good at building strong identity in your teams by understanding/learning people's differences / skills and helping them to work towards common goals.
- **Conflict Management / Courage:** You tackle difficult issues with optimism and confidence. You share sensitive messages or unpopular points of view in a motivating manner. You let people know where they stand, honestly and sensitively.
- **Instils Trust:** You gain the confidence and trust of others easily. You honour commitments and keep confidences. You practice what you preach and model high standards of honesty and integrity.