

Employee's Name:	JJ Sherwood
Job Title:	Pastor for Discipleship
Reports To:	<i>Personnel Committee</i>
Secondary Accountability:	Elder Council
Department:	Discipleship
Exempt Status:	Exempt
Position Type:	Full-Time, At Will
Employee Type:	Pastoral Staff
Number of Hours per Week:	Approximately 50 hours (11-14 modular units out of 21 units)
Aim:	
<p>To glorify God through the Spirit by pursuing joy in Christ alone that our neighbors and the nations worship him with us now and forever by providing pastoral leadership and oversight of the discipleship efforts of the church in line with the vision and philosophy of the elders.</p>	
Qualifications and Requirements:	
<p>The PASTOR will be a member in good standing of Five Points Community Church. If not a member when hired, he will complete the process within three months of the date when employment begins. Beyond the doctrinal and ethical implications in embracing our Confession of Faith and our Covenant of Membership, the PASTOR will manifest a hearty support for the leadership of the church in general and specifically for that of the <i>Pastor for Preaching and Theology</i>. He will furthermore endeavor to experience and maintain the joyful camaraderie and creative complementation of gifts and ministries of the staff elders, non-staff elders, deacons, and staff.</p> <p>He shall have a good grasp and hearty endorsement of the biblical and theological orientation of the leadership of Five Points. The PASTOR needs to exhibit the fruit of the Spirit as found in Galatians 5:22 and meet the qualifications of elder found in 1 Timothy 3:1-7 and Titus 1:5-9.</p> <p>The PASTOR should be wise, discerning, decisive, sensitive, tender, firm, and team-oriented. He needs to have significant interpersonal skills and the ability to manage stressful interpersonal situations, including the ability to maintain confidentiality when appropriate. He should be a man of prayer and a man of the Word, sensitive to what the Spirit is saying to Five Points. He should devote himself to daily prayer and Bible reading for the sake of guarding himself from sin and stirring up his heart and mind to renewed passion for Christ and should lead his family in regular times in the Word and prayer.</p> <p>The PASTOR will be a ministerial generalist (able to preach, teach, visit, counsel, lead), but he will be specifically gifted in leadership and equipping in order to both shepherd the church in matters of theology and discipleship.</p> <p>The PASTOR shall have at least a Masters level training or its equivalent.</p>	
Personal Skills:	
<ol style="list-style-type: none"> 1. <i>Teacher/Equipper</i>—the PASTOR should be able to effectively “equip the saints for the work of the ministry.” 2. <i>Preacher</i>—the PASTOR should be an effective preacher who is able to rightly handle the Word and joyfully engage in expository exultation personally. 3. <i>Leadership</i> – the PASTOR should be able to lead in a variety of contexts (individual, small groups, large groups) in such a way that Jesus Christ and his gospel are central. He should be a self-starter, problem-solver, and an initiative taker. 4. <i>Relational</i>—the PASTOR should have a heart to care for people, not just manage systems; that drive should manifest itself in the appropriation of time. 	

5. *Communicator*—the PASTOR should be able to clearly and concisely communicate the needs and aims of the church to leadership and similarly communicate decisions from leadership to staff and congregation.
6. *Peacemaker*—the PASTOR should be able to tactfully and winsomely unite people with varying perspectives to advance harmony and love and to achieve common goals.
7. *Administrative*—while seeking mainly to shepherd people, the PASTOR should have the skill set and ability to effectively manage the various administrative tasks associated with the position.

Ministry Responsibilities:

1. (10%) Grow in grace and knowledge of God by ...
 - a. Maintaining a devotional life of prayer and meditation on the Word.
 - b. Faith-enriching reading and study.
 - c. Engaging in personal and corporate worship.
 - d. Gladly participating in mutual care and accountability with other believers.
2. (35%) Equip the saints of Five Points, especially covenant members, for the work of the ministry by overseeing the integration of our high vision of God into daily life in developing and maintaining a culture of organic, multi-faceted discipleship that has an intrinsic focus on gospel-centered mission.
 - a. Devise metrics for what discipleship looks like at Five Points Community Church
 - b. Evaluate congregation and discipleship programs against discipleship metrics
 - c. Analyze and summarize findings for elder council
3. (35%) Shepherd the flock of God, exercising oversight, not under compulsion, but willingly, as God would have you, as a staff elder by implementing the vision of the elders for discipleship by ...
 - a. Teaching a Bible Study Hour class on a regular basis.
 - b. Overseeing the Shepherd Group ministry.
 - c. Giving vision and pastoral leadership for the content and form of Bible Study Hour and Evening Family Gathering structure, classes, and seminars.
 - d. Giving vision and direction to focused leadership development with a view toward commissioning leaders to go with a new church plant.
 - e. Preaching as needed.
 - f. Participating in the meetings of the elder council.
4. (5%) Strategically seek to refine and improve the workflow and organization of the discipleship efforts in order to maximally improve efficiency and reduce expenses, particularly in the specific budgets under his oversight.
5. (5%) Make intentional efforts of professional development and to stay up-to-speed with current industry standards.
6. (5%) Provide direct supervision of the *Pastor for Student Discipleship* and the *Ministry Assistant for Discipleship*.
7. (5%) Attend weekly staff meetings.
8. Additional pastoral duties as assigned.

Specific Goals:

1. Within three months, develop a long-term strategy for the life-long (“cradle-to-grave”) discipleship of the people of Five Points.
2. Within six months, evaluate congregation and current discipleship methods against new metrics.
3. Within twelve months, summarize evaluation findings for elder council with view towards leading out in revised and/or new efforts of discipleship in 2016.

Performance Appraisal:

Six months after the date of hire, the above expectations will be used as the primary metrics for a performance appraisal, followed by annual appraisals in June/July, performed by the direct and secondary supervisors listed above. Copies of appraisals will be provided to the employee and kept in the employee’s file.

Assoc Pastor for Admin	Brett Toney	Date:	02-17-2015
Personnel Committee	Mike Martoia	Date:	
Pastor for Discipleship	JJ Sherwood	Date:	
Last Updated By:	Brett Toney	Date:	02-17-2015