
Job Description

Glad Tidings Pentecostal Church, Moncton, New Brunswick

Position Title: Discipleship Pastor
Classification: Full-time, salaried position

Position Summary: The Discipleship Pastor serves as a senior leader within the church, providing vision, leadership, and oversight for the church's discipleship strategy and spiritual formation pathways.

Key Responsibilities

1. Executive Leadership

- Serve on the Executive Team alongside the Lead Pastor and Executive Pastor.
- Contribute to church-wide vision, strategy, decision-making, and organizational leadership.
- Provide leadership and oversight to ministries within the discipleship portfolio.

2. Discipleship & Spiritual Formation

- Develop and oversee a comprehensive church-wide discipleship strategy.
- Create clear pathways that move people from new believer to mature disciple and leader.
- Ensure discipleship environments align with the church's vision, theology, and values.
- Oversee discipleship ministries, including small groups, classes, leadership development, and spiritual formation initiatives.
- Develop biblically sound and engaging curriculum and training resources.

3. Teaching & Leadership Development

- Preach during the Sunday morning service roughly 8-10 times per year.
- Equip leaders and volunteers to effectively disciple others.
- Help shape the church's discipleship philosophy and culture.

4. Assimilation & Congregational Integration

- Oversee pathways for new believers, new attendees, membership, and volunteer engagement.
- Partner with Care & Hospitality Pastor to help people connect meaningfully into church life.
- Develop systems that encourage spiritual growth, community involvement, and service.
- Develop systems to track new attendees for the purpose of retention and engagement.

Qualifications

1. Spiritual & Character

- Demonstrates a mature and growing relationship with Jesus Christ.
- Models biblical character, humility, integrity, and servant leadership.
- Supports the mission, doctrine, and values of the church.
- Possesses a heart for discipleship, pastoral ministry, and Spirit-led leadership.

2. Education & Experience

- Formal biblical or theological training preferred.
- Proven experience in pastoral ministry, discipleship leadership, or church leadership.
- Experience leading teams, volunteers, and ministry systems.

3. Skills & Competencies

- Strong leadership, organizational, and strategic planning abilities.
- Solid theological and biblical foundation.
- Effective communicator in preaching, teaching, and interpersonal settings.
- Able to build systems, develop leaders, and lead through change.
- Collaborative, adaptable, and self-motivated.

4. Ministry Credential

- Credentialed with or able to obtain a credential with the PAOC.

Reporting Structure

- Reports directly to the Lead Pastor.
- Serves on the Executive Team.
- Collaborates closely with pastoral staff and ministry leaders.

Core Outcome

To cultivate a healthy discipleship culture that helps people encounter Jesus, grow in spiritual maturity, build authentic community, and live out the mission of the Church.

Application Process

Please submit your résumé to paul@gtmoncton.com. Applicants will receive confirmation that their application has been received; however, follow-up communication may not occur until after August 15.