



DISCIPLESHIP & SMALL GROUP PASTOR Position Profile

About the Position

Bethany Church is looking for a spiritually mature and relational leader to serve as our Discipleship & Small Group Pastor. This role is key in helping people grow deeper in their faith and stronger in community by overseeing discipleship efforts across Bethany Church.

This pastor will give leadership to our Growth Track, our intentional discipleship pathway, as well as small groups, men's and women's ministries, and other adult discipleship environments. They will also oversee our kid's ministry staff, ensuring alignment with the church's discipleship strategy from birth through adulthood. This role includes preaching periodically, pastoral care, and collaborating with the broader pastoral team to advance Bethany's mission.

About the Ideal Candidate

The ideal candidate is a biblically grounded, team-oriented pastor who is passionate about spiritual formation and community building. They are an experienced leader who thrives in developing systems, empowering others, and walking with people on their discipleship journey. They possess excellent communication and relational skills and are committed to the mission and values of Bethany Church.

Desired Experience & Abilities

- Seminary degree or equivalent pastoral and leadership experience
- Proven experience in discipleship, small groups, and leadership development
- Strong communication and teaching/preaching skills
- Ability to recruit, train, and develop leaders for men's, women's, and group ministry
- Comfortable designing and managing systems for assimilation and spiritual growth
- Skilled in pastoral care, relational ministry, and team collaboration
- Experience overseeing or working closely with Kids Ministry teams is a plus

Position Responsibilities

- **Lead & Oversee** – Provide vision and leadership to adult discipleship ministries including small groups, men's and women's ministries, and Growth Track. Provide oversight, coaching, and strategic alignment for the Kids Ministry team.
- **Equip & Develop** – Recruit, train, and care for volunteer leaders across discipleship ministries.
- **Preach & Teach** – Contribute to Bethany's teaching team and preach periodically in services.
- **Collaborate & Support** – Work closely with the pastoral team to ensure alignment in discipleship across all life stages. Provide pastoral care in areas such as weddings, funerals, and counseling.

Relationships

- Reports to the Executive Pastor
- Oversees the Kids Ministry staff, group leaders, and discipleship staff

Salary range for the position is \$60,000 - \$80,000 per year