



## Trinity Presbyterian Church of Orange County Job Description

**Job Title:** Associate Pastor of Discipleship  
**Reports to:** Lead Pastor and Session  
**Status:** Full-Time

### RESPONSIBILITIES

**Discipleship Ministries** | *Implementing vision, overseeing structure, and providing pastoral leadership over the discipleship ministries of our church.*

#### Setting Vision and Mobilizing Ministry

- In conjunction with the session, refine a clear vision and philosophy of the church's discipleship ministry.
- Communicate this vision effectively and regularly with the church.
- Implement core strategies of discipleship across the various ministries of the church.
- Train, equip, and encourage people to lead in discipleship relationships/ministries.

#### Adult Discipleship

- Teach and organize regular classes, courses and experiences that equip people with biblical wisdom for following Jesus and for effective witness to the world.
- Provide direction, support and encouragement to Men's and Women's ministries.
- Encourage participation in our church-wide bible reading plan.

#### Oversight and Integration

- Oversee our family ministry directors - TrinityKIDS director and Youth ministry director.
- Direct our next-generation ministries toward integrated strategies for discipleship.
- Help ensure a strong connection between church and home.
- Advise with the selection of kids and youth content and curriculum.
- Assist these ministries with offering resources and training for parents and families.

**Community Groups** | *Cultivating healthy community groups and investing in group leaders.*

**Direction and Vision**

- Lead with and communicate a clear theological vision for the ministry.
- Create a ministry calendar and effectively communicate with group leaders.
- Monitor group health.
- Oversee content and resources for community groups.
- Work with Lead Pastor to strategize how sermon series or other key church-wide themes can be deployed into groups.

**Leadership Development**

- Invest in and care for Group Leaders.
- Ensure coaching is available for leaders for leading healthy groups.
- Develop a clear pathway for recruiting, training, and approving new CG leaders.

**Pastoral Leadership and Care** | *Shepherding, teaching, and leading the church as a whole.*

**Pastoral Care and Oversight**

- Help foster a community of belonging by pursuing people and knowing their stories.
- Provide regular pastoral care, visitation, and pastoral counseling.
- Consistently intercede for and with the people of our church.
- Contribute to oversight of the entire church at the session level.

**Teaching and Leading**

- Preaching (~6-10 times/year).
- Assist in preparing and leading in worship, liturgy, and sacrament on Sundays.
- Teach and facilitate office training sessions, as needed.
- Assist with teaching our Trinity membership class.

**EXPECTATIONS**

**Pastoral Formation & Mission**

- Live out of a Gospel “Rule of Life” (a grace-centered, missional rhythm of life rooted in communion with Jesus).
- Keep a regular weekly Sabbath.
- Clear commitment to ongoing growth in spiritual-emotional health.
- Continued pastoral learning and development.
- Maintain presence with the people and places God has opened up to you for gospel mission.

### **Team Ministry**

- Attendance at weekly worship, pastoral meetings, staff meetings, and session meetings.
- Family participation in the life of the church.
- Active involvement in Presbytery.
- Receive regular evaluations from Lead Pastor and Session - focused on both the Being and Doing of pastoral ministry.

### **REQUIREMENTS**

1. Experience of 5-7 years+ of related church or ministry experience.
2. A passion and a vision for seeing people formed in Christ.
3. Theologically trained - completed theological education (MDiv or MA).
4. Denominational Buy-in - ordained in the PCA or ability/desire to move toward ordination in a timely fashion. Enthusiastic theological alignment with the PCA.

### **DESIRED QUALITIES**

1. Love people - a genuine enjoyment of people from all backgrounds and ages.
2. Team builder - an entrepreneurial but not independent working style; able to strike the balance of working as a team player, while also taking initiative as a self-starter.
3. High self-awareness - a clear ability to read yourself and how others experience you.
4. Theologically driven - can articulate a clear biblical-theological “why” behind the strategies employed for ministry.



## **WHO WE ARE**

Trinity Presbyterian Church of Orange County is located in Orange, California, established in 1997. We are a growing multi-ethnic and multigenerational church of about 300 people. We are a warm and welcoming body that is intentional in creating a community of belonging for people anywhere in their journey of faith to encounter Jesus. Though we are regionally spread, we “do life” together in community groups. Our vision is to be a church that is deeply rooted in the gospel as we seek to follow Jesus into the renewal of all things - our lives, our communities and our world. We are a member of the Presbyterian Church of America and a partner church of the Redeemer City to City network. You can learn more about our church, vision, values and beliefs at <https://www.trinitypresoc.org>.

## **QUESTIONNAIRE**

Please type responses to the below questions to give insight into your life and approach to ministry. Please limit responses to 3-5 sentences per question.

1. Describe your ministry philosophy for kids, youth, and families.
2. What do you think are the most important elements of a church's ministry of discipleship?
3. Describe how you came to enter full-time ministry.
4. What area of ministry is most life-giving to you?
5. Where do you see yourself in your ministry in 5 years?
6. Describe one way you've been successful in building a team of leaders.



## HOW TO APPLY

Please send the following to [jobs@trinitypresoc.org](mailto:jobs@trinitypresoc.org)

- Resume
- Cover letter
- Questionnaire responses
- Sermon recordings (at least 2, links preferred)
- References

Please use the following format to label all attachments: **FirstnameLastname\_File**  
(e.g. JohnSmith\_Resume, JohnSmith\_Coverletter, JohnSmith\_Questionnaire, etc.)

## APPLICATION PROCESS

Applications will be reviewed on an ongoing basis. We will begin interviewing candidates in October.