

Discipleship Pastor Job Profile

About Highlands

Planted in 1946, Highlands is a non-denominational, multi-generational church on the eastside of Seattle committed to helping people find and follow Jesus. Highlands is passionate about bringing the hope and healing of the gospel to our broken world. An emphasis on teaching the Scriptures, investing in future generations, and prioritizing global missions has always been central to the church's DNA. In recent years, the church is focused on cultivating a healthy church culture and is experiencing new growth. It's an exciting time of dreaming and seeking God's vision for the church in this next season.

Position Description

The Discipleship Pastor will help adults at Highlands connect in community, grow in their faith, and participate in ministry.

Key Responsibilities:

- Adult Ministries at Highlands are led effectively and clearly aligned in their discipleship strategy
- Adult Ministries team leaders are cared for and coached for personal health and effective ministry
- Group leaders are well taught, cared for, and coached for effective discipleship in their groups
- New group leaders and teachers are intentionally raised up, recruited, and trained
- New groups start regularly and effectively
- Clear pathways are in place to help people connect quickly in community at Highlands
- Adults are equipped to think biblically, witness wisely, and practice discipleship at home

What a Strong Candidate Would Look Like:

- **Character** // Someone who enjoys God, loves people, and is passionate about serving in the local church. Cherishing the gospel, demonstrating the fruit of the Spirit, and relating well to people matters most in this role.

- **Theological Convictions** // Someone who aligns with Highlands' Statement of Faith and feels at home in the TGC stream of evangelicalism, both in regards to theology, ministry, and cultural engagement.
- **Life-Life Discipleship** // Someone who enjoys being with people and is passionate about building relationships and helping others grow in their faith. Skilled at meeting with people 1x1, leading smaller groups, and training others how to make disciples in these settings.
- **Able Teacher** // Someone who knows and loves the Scriptures and is skilled at communicating in diverse settings.
- **Pastoral Leadership** // Someone who desires for every member to be known, cared for, and equipped to follow Jesus — even in a large church — and who believes that pastors / elders are meant to shepherd the church toward health, not just govern or oversee programs.
- **Group Ministry** // Someone who believes in small groups, is a continual learner on group models, and is excited by seeing groups formed for discipleship.