

the **Vineyard** church

Love God. Love People. Period.

Job Title: Associate Pastor of Leadership Development & Discipleship

Reports To: Lead Pastor

Classification: Full-Time, Exempt, Salary

Job Function

To shape and support a spiritually, emotionally, and relationally healthy church culture through robust discipleship, intentional leadership development, and effective pastoral care. This role includes designing and implementing discipleship and leadership pathways, cultivating a healing community through small groups and pastoral systems, overseeing hospitality and weekend connection, and serving as a regular voice on the preaching team. The Associate Pastor of Leadership Development & Discipleship collaborates with the Lead Pastor and church staff to carry out a kingdom-centered vision that reflects reconciliation, diversity, and spiritual maturity.

Spiritual Qualifications

- Profess Jesus Christ as Savior and Lord.
- Commitment to ongoing spiritual growth and a healthy lifestyle.
- Model the expectations and standards of the Duluth Vineyard Church.
- Pursue membership at the Duluth Vineyard Church within one year of employment.
- Demonstrate spiritual and emotional maturity, personal integrity, and high levels of self-differentiation.
- Maintain personal accountability through relationships with mentors, spiritual directors, or other pastors.

Qualifications

- Deep commitment to Jesus and alignment with the mission and values of the Duluth Vineyard.
- 5+ years of pastoral or ministry leadership experience with a proven track record in discipleship, leadership development, and community building.
- Strong theological foundation and spiritual formation background.
- Demonstrated emotional intelligence and trauma-informed ministry posture.
- Experience building and leading healthy ministry teams and systems.
- Skilled communicator with preaching and teaching experience.
- Commitment to justice, reconciliation, and cultivating a multiethnic church community.

1533 West Arrowhead Road, Duluth, MN 55803

tel: 218.525.3462 • **email:** info@duluthvineyard.org • **web:** duluthvineyard.org

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Primary Responsibilities

Discipleship & Spiritual Formation

- Design and implement clear discipleship pathways across all areas of ministry.
- Oversee small groups and other community-building environments that foster spiritual maturity and connection.
- Equip leaders across the church to lead from a spiritual foundation with humility and maturity.
- Foster a trauma-informed approach to community life rooted in emotional safety and healing.

Leadership Development

- Identify, recruit, train, and support staff and volunteer leaders across the church.
- Develop and implement a sustainable leadership pipeline aligned with church vision and values.
- Partner with staff to build leadership systems that are scalable and spiritually grounded.
- Provide leaders with tools that promote healthy communication and team dynamics.

Pastoral Care & Community Health

- Provide oversight and training for the church's pastoral care strategy and volunteer care teams.
- Lead initiatives that support spiritual, relational, and emotional health within the church.
- Create systems and practices that promote reconciliation, empathy, and restorative healing.

Hospitality & Connection

- Oversee weekend hospitality teams (Greeters, Welcome Center, Communion, Coffee Bar) to ensure a welcoming environment.
- Manage the baptism process, integrating it into the broader culture of discipleship and church celebration.

Preaching & Worship Leadership

- Serve as a regular member of the preaching team, teaching in alignment with Vineyard theology and values.
- Model pastoral presence and leadership during weekend gatherings and major church events.

Skills, Knowledge, and Abilities

- Teaching, discipleship, and spiritual formation expertise.
- Relational wisdom and leadership in emotionally complex environments.
- Strong organizational and team-building skills.
- Preaching and interpersonal communication excellence.
- Ability to design ministry structures that are both relational and sustainable.
- Financial and administrative responsibility, including budget oversight as needed.