

Associate Pastor for Adult Discipleship

Job Description

Ideal Candidate:

Seeking a candidate who is spiritually mature, theologically grounded, and called to pastoral ministry. Should demonstrate a passion for discipling adults and equipping them to grow in Christ through biblical community, transformational teaching, and missional living. Should desire to invest in college-age and young adults, leading them to fully assimilate into the life of the church. Must possess strong leadership skills and a collaborative spirit, able to build teams and develop leaders across a variety of adult ministry areas. Should be committed to Mount Vernon's mission to make disciples and foster a church-wide culture of spiritual growth and biblical engagement. Clear communication, both verbal and written, and the ability to lead with vision and care are essential.

Hours Requirement: Full-Time Exempt (minimum of 40 hours/week)

Days Requirement: Sundays – Thursdays
Others as needed

Time Preferences:

Sundays	8:00 a.m. – 12:00 p.m.; with evening programming
Mondays	9:00 a.m. – 4:30 p.m.
Tuesdays	9:00 a.m. – 4:30 p.m.
Wednesdays	9:00 a.m. – 7:30 p.m. (8 hours throughout this day)
Thursdays	9:00 a.m. – 4:30 p.m.
Weekends	as needed

Supervised by: Senior Pastor or Senior Associate Pastor

Skills Required:

- Theological grounding in general with specific knowledge of biblical discipleship.
- Strong grasp of biblical discipleship principles and adult spiritual formation
- Ability to develop and implement a church-wide discipleship strategy
- Experience recruiting, training, and equipping volunteer leaders
- Strong organizational and administrative abilities
- Ability to teach effectively in various adult ministry contexts
- Experience leading teams and working collaboratively with committees

Job Description:

- Provide leadership, vision, and oversight for all adult discipleship ministries at Mount Vernon Baptist Church.

- Lead a comprehensive discipleship strategy to help adults grow in their faith and connect in biblical community.
- Direct all adult ministry areas, including but not limited to: Men's Ministry, Women's Ministry, Singles Ministry, Marriage Ministry, College and Young Adults Ministry, Recreation Ministry, and Adult Bible Fellowship (ABF).
- Focus specifically on the ministries and programs related to College and Young Adults, building genuine, ongoing relationships with young adults and college students through consistent personal investment. This includes ABF classes and additional activities.
- Identify, recruit, train, and support ABF teachers and other adult ministry leaders.
- Curate and select discipleship curriculum and group resources that support spiritual maturity and life application.
- Supervise related ministry assistants and oversee scheduling, task coordination, communication, and promotion of adult discipleship and community opportunities.
- Lead the Adult Discipleship Partnership Committee (ADPC) in evaluating, supporting, and planning for ongoing ministry effectiveness and alignment with the church's mission.
- Oversee adult discipleship ministry budgets and resource planning.
- Regularly teach and speak in adult ministry environments as needed.
- Work collaboratively with other ministry areas and pastoral staff to support the overall mission and vision of the church.
- Support and collaborate in church-wide assimilation efforts to help people connect and grow through adult ministry pathways.
- Provide pastoral care and encouragement to adults, including hospital visits, funerals, and weddings as needed, in coordination with the Pastoral Care Pastor.
- Other duties as assigned.