

Assimilation and Discipleship Minister

Boones Creek Christian Church

Reports to: Executive Minister & Senior Minister

Status: Full-Time, Exempt **FLSA Status:** Ministerial Exemption

Position Overview

The Assimilation and Discipleship Minister provides strategic leadership to help people move from first-time guests to fully devoted followers of Jesus Christ at Boones Creek Christian Church. This role is responsible for developing and executing a comprehensive assimilation plan, creating a clear and compelling discipleship pathway, and building a strong culture of Discipleship Groups.

This minister champions the vision that every ONE matters, helping people know Jesus, follow Him, serve others, live generously, and be on mission. The position also includes pastoral responsibilities such as teaching, preaching, counseling, and assisting with weddings and funerals.

Primary Responsibilities

Assimilation & Guest Engagement

- Develop, implement, and continually improve a comprehensive assimilation strategy that moves people from first-time guests to active, engaged disciples of Jesus Christ.
- Create clear next steps that help individuals understand the culture, mission, and values of Boones Creek Christian Church.
- Ensure consistent follow-up processes that connect guests and attenders to a Discipleship pathway leading to relationships (creating community), serving and ministry opportunities, and Discipleship Groups.
- Oversee guest services and work creatively to identify and engage with first-time guests.
- Train and empower guest services to proactively reach (and serve) our first-time guests.
- Collaborate with staff, volunteers, and ministry teams to align assimilation efforts across the church.
- Monitor tracking of guests and create reporting on progression statistics towards assimilation.

Discipleship Pathway Development

- Design, communicate, and oversee a clear discipleship pathway that helps people know Jesus, grow spiritually, serve faithfully, live generously, and be on mission.
- Regularly evaluate and refine the pathway to ensure it is effective, accessible, and aligned with the church's vision.
- Equip leaders and members to understand and champion the discipleship pathway.
- Collaborate with other ministry areas to understand how the discipleship pathway impacts them.
- Work with our Creative Communications Director to help develop materials that create a clear picture of the pathway and develop a plan to distribute and communicate to congregation.

Discipleship Groups Leadership

- Develop, launch, and sustain Discipleship Groups as a primary avenue for spiritual growth and community.
- Create or outsource an online platform for small groups. Group information online should include location, type of group, times meeting, day of week, open or closed, contact information, etc.
- Publish materials allowing people to understand groups and how to get involved.
- Work closely with the Creative Communications Director on digital signage, online support, and printable materials for group sustainability.
- Recruit, train, coach, and support group leaders.
- Strategize effective methods for connecting people into groups by assessing community needs, leadership capacity, and ministry priorities.
- Partner closely with children's and student ministries to prioritize discipleship engagement for families and households.
- Monitor and report group involvement, group expansion, location saturation, and leadership development.

Teaching, Pastoral Care & Ministry Support

- Participate as a member of the teaching and preaching team as scheduled.
- Assist with and/or lead weddings, funerals, and other pastoral care responsibilities as needed.
- Provide biblical counseling, prayer, and spiritual guidance to individuals and families.
- Support the overall ministry of the church through collaboration, flexibility, and servant leadership.

Qualifications & Skills

- Ability to design discipleship environments that foster spiritual growth, accountability, and biblical literacy.
 - Discernment in recognizing spiritual maturity and readiness for leadership.
 - Proven ability to recruit, train, and multiply volunteer leaders.
 - Capacity to cast vision and inspire buy-in from staff, volunteers, and the congregation.
 - Strong systems-thinking skills for building clear, repeatable pathways for assimilation and discipleship.
 - Ability to maintain appropriate pastoral boundaries and confidentiality.
 - Clear and compelling communicator in both large-group and small-group settings.
 - Strong leadership, organizational, and strategic-planning skills.
 - Team-oriented, adaptable, and able to work collaboratively across ministries.
 - Skill in aligning ministry efforts across staff teams to create a unified church culture.
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Personal & Spiritual Expectations

- A growing, authentic relationship with Jesus Christ and a clear calling to ministry.
 - A heart for discipleship, relationships, and spiritual formation.
 - A commitment to the mission, values, and doctrinal beliefs of Boones Creek Christian Church.
 - Humble, teachable, and relatable.
 - Dependable, self-starter, proactive, and mission focused.
 - Willingness to agree to and abide by a Staff Covenant for guidance on attitudes and behaviors.
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Education & Experience

- Bachelor's degree required; ministry-related degree preferred.
- Experience in church ministry with a demonstrated focus on discipleship, assimilation, and small-group leadership.

- Ordained as a minister of the gospel of Jesus Christ.
- Teaching and/or preaching experience preferred.

Application

Please submit a cover letter, resume, and possible references to work@boonescreekcc.org

Physical Requirements:

This position requires standing, walking, sitting, bending, kneeling, stooping, reaching, pulling, and lifting up to 20 pounds. In an eight-hour shift, this position may require sitting for six hours and standing or walking for two hours.