HESSTON MENNONITE BRETHREN CHURCH

Discipleship Pastor

Hesston, Kansas

Position Summary

HMBC is seeking a full-time Discipleship Pastor to equip and develop leaders within the church who disciple adults of all ages to live their lives transformed by the power, presence, and love of Jesus Christ.

Hesston Mennonite Brethren Church (HMBC), located in Hesston, Kansas, is seeking a full-time Discipleship Pastor to lead our adult discipleship ministries and to develop and equip the volunteer leaders who minister in them. The Discipleship Pastor will set vision and direction for HMBC's adult discipleship ministries, including small groups, men's and women's ministry, marriage ministry, and young adult ministry. He will recruit, equip, and shepherd the volunteer leaders who lead in the various adult ministries. The Discipleship Pastor will also provide oversight to the Children's Ministry Director and Administrative Assistant. He will serve as a member of the Pastoral staff by leading and coordinating volunteers during church services and events.

The successful candidate will be a born-again follower of Jesus Christ, in agreement with the Mennonite Brethren Confession of Faith, and called to develop disciples and leaders for years to come. We are looking for a Discipleship Pastor whose own life and ministry reflect our values, and who will help shape the discipleship culture of HMBC.

HMB Church and Community

HMBC is an evangelical church in fellowship with the US Conference of Mennonite Brethren Churches (USMB). The Mennonite Brethren stand within an Anabaptist-evangelical heritage, holding firmly to the inerrancy of God's Word, the centrality of the gospel, and the importance of a vibrant and transformative faith. We are committed to discipleship that equips believers to live on mission in their workplace, families, and community. We are a multigenerational congregation of approximately 275 in a community of 4,000 people in South Central Kansas, with a heritage of investing in people of all ages and a vision for the next chapter of HMBC's discipleship life.

Hesston is a tight-knit Kansas community of about 4,000 people, home to Hesston College, strong public and private schools, and a thriving small-town environment for raising a family. We are roughly 35 miles north of Wichita, giving easy access to a regional airport, college sports, and metropolitan amenities while preserving the pace and safety of small-town life. Tabor College and the MB Foundation are nearby in Hillsboro, providing additional connections to the broader USMB family.

Our theological convictions are summarized in the Mennonite Brethren Confession of Faith, available at usmb.org/confession-of-faith-4/.

Candidates from outside the Mennonite Brethren tradition are encouraged to apply. Strong candidates from other evangelical backgrounds who are willing to study, affirm, and minister consistently with the MB Confession of Faith are a good fit for this role. We will support the right candidate through the credentialing process within the USMB.

Staff Relationships

- **Reports To:** Lead Pastor, who provides primary supervision, coaching, and leadership for the pastoral staff.
- **Accountable To:** Lead Pastor and Church Council, in accordance with the Hesston MB Church Constitution and By-Laws.
- **Supervises:** Children's Ministry Director and Adult Ministry leaders.
- **Collaborates With:** Pastoral staff, ministry directors, church staff, and volunteer leaders to advance the mission and discipleship vision of Hesston MB Church.
- **Church Council:** Serves as a member of the Pastoral team and participates in Church Council meetings.

Qualifications

Spiritual and Character

- A born-again male believer who models a Christ-centered life, demonstrates spiritual maturity, and meets the biblical character qualifications of **1 Timothy 3**, **Titus 1**, and the fruit of the Spirit (**Galatians 5:22–23**).
- Holds to the Bible as the inspired, authoritative, and relevant Word of God, and is sound in biblical faith and doctrine.
- Committed to the mission, vision, and ministry philosophy of Hesston MB Church, and in agreement with (or willing to study and affirm) the Mennonite Brethren Confession of Faith. Candidates from outside the MB tradition are welcome to apply.
- Currently licensed or ordained for ministry within the Mennonite Brethren Church, or willing and able to pursue credentialing through the USMB with the support of Hesston MB Church.

Gifts and Skills

- Strong relational, organizational, and leadership-development abilities.
- A genuine passion to disciple adults of all life stages and to develop leaders who can disciple others.
- Ability to communicate Scripture to adults in a variety of teaching settings, in a clear and engaging manner.
- Ability to recruit, train, develop, and shepherd leaders within the church so that each volunteer can lead effectively in their gifting.
- Pastoral sensitivity in counseling and walking with adults through problems, decisions, and crises.
- Capable communicator across phone, email, text, and social media.

Education and Experience

- A college degree in Bible, ministry, theology, or a related field is preferred. Seminary training is a plus. Equivalent ministry experience will be considered.
- Prior experience in adult discipleship, small group ministry, or pastoral ministry (paid or volunteer) is strongly preferred. Experience in developing other leaders is highly valued.
- Familiarity with the Anabaptist-evangelical theological tradition is a plus.

Duties and Responsibilities

Adult Discipleship and Shepherding

- Set the vision and framework for adult discipleship at HMBC, including small groups, men’s ministry, women’s ministry, marriage ministry, young adult ministry (20s/30s), and other emerging adult ministry needs.

- Build and oversee a clear discipleship track that moves people from first connection to integration into church life, serving faithfully, then leading with excellence.
- Provide pastoral care and counsel to adults facing problems, decisions, or crises, and refer to appropriate professional resources when needed.
- Teach Scripture in adult settings, including small groups, Sunday morning Equip, and other equipping opportunities, with an emphasis on equipping disciples to teach and lead others.

Pastoral Team and Church Leadership

- Work together with and be responsible to the Lead Pastor and church leadership.
- Participate in the Church Council as a member of the pastoral team.
- Develop multi-ministry alignment, assisting alongside the Lead Pastor to ensure cohesion across ministries.
- Teach as part of the teaching team on a regular rotation, with increasing opportunities to preach as the pastor demonstrates gifting, faithfulness, and readiness.
- Assist with the administration of baptisms, communion, funerals, weddings, and baby dedications.
- Demonstrate a commitment to continual growth as a pastor and leader through mentorship, learning, and ministry experience, with the desire and ability to assume expanded pastoral leadership responsibilities as the needs of Hesston MB Church develop.

Ministry / Staff Leadership and Outreach

- Provide vision, leadership, and oversight for all adult discipleship ministries, including strategic planning, annual calendar, communication, budgeting, and alignment with the overall mission and vision of Hesston MB Church.
- Recruit, equip, mentor, and oversee volunteer leaders to cultivate healthy, sustainable discipleship ministries that effectively disciple adults and develop future leaders.
- Foster a cohesive discipleship pathway by partnering with the Youth Pastor and Children's Ministry Director to ensure continuity across every stage of life.
- Supervise and encourage the Children's Ministry Director, providing pastoral leadership, accountability, and support to ensure the children's ministry remains aligned with the church's mission and discipleship philosophy.
- Actively support congregational engagement and outreach by helping connect adult ministries to corporate worship, church-wide events, and community outreach opportunities that advance the gospel.

Expectations

- Active nurture of and care for one's own family.
- Full-time ministry position (40 hours per week). Extra hours may be necessary; comp time may be taken with the Lead Pastor's approval.
- Equivalent of two days off weekly, coordinated with pastoral staff, as this position is expected to ‘work’ on Sundays.
- Attendance at regular church services.
- Attendance at conferences for spiritual enrichment and professional growth.
- Participation in denominational conferences as they relate to this position.
- Successful completion of a background check before beginning ministry, and ongoing compliance with HMBC's child-protection and ministry safety policies.

Compensation and Benefits

HMBC offers a competitive salary and compensation package commensurate with experience and consistent with USMB.

Benefits Include

- Housing allowance available consistent with IRS Publication 517 for ministers.
- Health insurance
- Retirement contributions in accordance with HMBC policy (MB Foundation 403(b) participation available).
- Life insurance
- Vacation
- Sick & Personal leave
- Sabbatical (approximately every 7 years, with a 1-year commitment afterwards)
- Reimbursement for ministry expenses, including continuing education, professional expenses, and mileage.
- Cell phone allowance
- Salary reviewed annually by church leadership.

How to Apply

Interested candidates are invited to submit:

- A current résumé.
- A cover letter describing your sense of God's call to discipleship ministry and to HMBC.
- A personal statement of faith and philosophy of ministry
- Link or delivery of two recorded teaching or preaching samples (optional)
- Three references, including at least one pastoral reference.

Please send all materials to: discipleshippastorsearch@hesstonmb.church

Or by mail: Pastoral Search Committee, Hesston MB Church, 610 W. Randall, Hesston, KS 67062

For more information about our church visit hesstonmb. church.

Hesston MB Church is a religious organization. As permitted by Title VII of the Civil Rights Act of 1964 (42 U.S.C. § 2000e-1) and applicable state law, this position requires personal Christian commitment and agreement with the Mennonite Brethren Confession of Faith as a bona fide occupational qualification. HMBC does not unlawfully discriminate on the basis of race, color, national origin, sex, age, or disability.