



CHRIST THE KING CHURCH
Uptown Discipleship Pastor
Recruiting Packet

Hiring Process

Thank you for taking the time to review this opportunity to work with Christ the King Church. This packet contains an overview of the church and the Discipleship Pastor position. If you are interested, please submit a resume and cover letter to jobs@ctkcincy.com. A questionnaire will be delivered to qualified candidates. After reviewing all materials, qualified candidates will be provided with an assessment packet and scheduled for an interview. After the interview and other assessments have been completed, remaining candidates will be invited to visit a Sunday gathering in person and meet with our personnel team. We will make a final decision once all visits are completed.

Our Church

Christ the King Church was founded in 2010 in the inner city of Cincinnati, OH. Our Uptown location has a weekly average attendance of around 400. Our congregation is relatively young, mostly comprised of singles, married couples, and families with young children.

We have found wisdom in joining in fellowship with other churches through membership in the Acts 29 Network. We also have a relationship with the Southern Baptist Convention. Both organizations are missions-minded and share a common vision for planting churches both locally and globally.

Our DNA

We are a “Whole Gospel” church. Our mission at CTK is to help people know, love, and obey Jesus Christ as Lord over all of life. We believe that through Jesus Christ, all God’s purposes are accomplished, and he calls us to embody the Kingdom of God in every part of our lives – head, heart, and hands. This DNA is expressed in five Core Identities: worshipers, learners, family, servants, and witnesses. We strive to embody this DNA by planting whole gospel churches, experiencing deep and diverse community, and sacrificially loving and serving our city.

Our Context

Our church is located in the heart of the city in the area broadly known as “Uptown” (also known as “Clifton”). The downtown and uptown areas of Cincinnati are both enjoying incredible growth and opportunity in recent years with many new developments and improvements. Uptown is close to the University of Cincinnati and several prominent hospitals. It is one of the strongest educational and employment hubs in the region. Uptown is adjacent to Over-the-Rhine and downtown, both of which are on the rise and rapidly growing.

Our City

Cincinnati is a big, old, city (originally settled in 1788), but gets smaller the longer you live here. It is comprised of 52 neighborhoods, with other small cities and neighborhoods in the tri-state that are not part of Cincinnati proper. The population of the city itself is around 298,000, but the region (including parts of Northern Kentucky and Southeastern Indiana) is over 2.1 million people.



Cincinnati is racially and economically diverse. Demographically, it is about 50% white, 42% black, and 8% other races. Cincinnati is home to several Fortune 500 companies, including Proctor & Gamble, Kroger, and Macy's. In 2016, Cincinnati had the largest Metropolitan economy in the state of OH, the fastest growing economy in the Midwest, and the 28th largest economy in the US.¹ Yet Cincinnati also has one of the highest poverty rates in the country.² Major sports teams include the Cincinnati Reds, Cincinnati Bengals, and the semi-professional FC Cincy (which is growing in popularity and competing for the MLS expansion). Overall, Cincinnati is a city on the ascent, enjoying major revitalization projects in the downtown area, Over-the-Rhine, and elsewhere.

The spiritual climate in Cincinnati is heavily influenced by Roman Catholicism and two prominent mega-churches, Crossroads and Vineyard. Christ the King Church has grown rapidly over the years while preaching a bold gospel of repentance and renewal in Christ.

¹<http://www.cincinnati.com/story/money/2017/09/26/cincinnati-leapfrogs-cleveland-columbus-no-1-economy-ohio-28th-nationwide/703487001/>

²<https://citylinkcenter.org/about-us/the-need/poverty-in-cincinnati>



DISCIPLESHIP PASTOR JOB DESCRIPTION

I. General Description

- The mission of Christ the King Church is to help people know, love, and obey Jesus as Lord over all of life. We are looking for a Discipleship Pastor who will dedicate his life to pursuing our mission as a key member on a strong and healthy staff.
- The primary areas of focus are discipleship systems and design, City Groups, welcome and assimilation, pastoral care, teaching and preaching, and missional engagement.
- Additional responsibilities may include marketing and visual arts, video and storytelling, leadership development, strategic planning, and pastor school.

II. Qualifications

- The Discipleship Pastor must become a member of CTK Church, be tightly aligned with CTK's Theological Mission and Vision,³ and be a strong cultural fit with our staff.
- The Discipleship Pastor must meet the biblical qualifications for the office of elder.⁴
- The Discipleship Pastor must have earned a master's degree or higher in biblical studies or ministry related field. Extensive ministry experience, in some cases, may be substituted.

III. Essential Competencies and Skills

- Theological Clarity: Has clear theological convictions, with the ability to humbly and graciously articulate them, particularly on matters of biblical sexuality
- Communication (Written & Oral): Clearly presents concepts in a variety of communication settings and styles; can get messages across that have the desired effect
- Team Dynamic: Good at working independently and collaboratively; able to express dissenting points of view with charity and humility; able to support and unify around the ideas of others
- Initiative & Drive: Goes above and beyond without being asked; creates opportunities or minimizes problems by anticipating or preparing for these in advance; reaches out and accepts additional responsibilities in the context of the job
- Missionary Heart: Has a high cultural IQ, with a passion for reaching the lost, and for serving those who are vulnerable and disadvantaged
- Detail Orientation: Expresses concern that things be done right, thoroughly, or precisely; provides information or work on a timely basis and in a usable form to others who need it; demonstrates a thoughtful, wise, and balanced approach to problem solving

³<http://christthekingcincinnati.com/wp-content/uploads/2017/12/Theological-Vision-and-Mission-Statement.pdf>

⁴According to 1 Timothy 3, Titus 1, and 1 Peter 5.



- Execution & Results: Sets and maintains high performance standards for oneself and others and holds oneself and team accountable to achieve results; recognizes and capitalizes on opportunities
- Process Orientation: Good at figuring out the processes necessary to get things done; knows how to organize people and activities; understands how to separate and combine tasks into efficient work flow; knows what to measure and how to measure it; can see opportunities for synergy and integration where others can't; can simplify complex processes; gets more out of fewer resources
- Technology: Possesses strong technology skills and the ability to learn and work with multiple platforms while considering new digital solutions for ongoing improvement
- Trust & Confidentiality: Maintains appropriate discretion and confidentiality regarding personal information of the people of CTK

IV. **Essential Functions and Responsibilities**

- Work collaboratively with the lead pastor in a variety of areas, including direction setting, sermon series development, teaching, research and writing, leadership development, and pastoral care
- Represent the church at the Sunday gathering as a “fatherly” presence for welcome, announcements, communion, and preaching (approximately 6 times per year)
- Connect with guests at the Sunday gathering and oversee the welcome team
- Oversee the follow up and assimilation process
- Provide leadership, support, and development to our City Group ministry
- Work collaboratively with other staff and elders with the development, implementation, and oversight of discipleship ministries (including pastor school)
- Lead and develop efforts to effectively reach our context and work to deepen our church’s culture of mission (including mission trips, as needed)
- Provide pastoral care as needed, including premarital counseling, weddings, baby dedications, baptisms, hospital visits, and funerals
- Perform other duties as assigned

V. **Compensation**

- Starting salary range will be \$50,000 and \$55,000 per year (plus benefits package, iPhone, and Macbook Pro). Minister’s Housing Allowance can be designated from the salary package if desired.

