



**CHEMISTRY**  
STAFFING

# CHURCH & CANDIDATE PROFILE

**DISCIPLESHIP PASTOR**  
Double Oak Community Church  
Birmingham, Alabama

# DISCIPLESHIP PASTOR

Double Oak Community Church

Birmingham, AL



**CHEMISTRY**  
STAFFING

## Population of City

856,000 (Birmingham); 94,804 (Hoover, which is our area of Birmingham)

## Population of County

228,612 (Shelby County)

## Community Overview

Our church exists in a planned community in the Hoover area, south of Birmingham. Our community is affluent with strong public schools, having three 7A high schools within driving distance of the church and a strong Christian private school in the area as well. Our community demographic is mostly highly educated professionals and their families. Major employers for the community include the healthcare systems in Birmingham (medical, nursing, and dental schools), the banking and financial industry, and large engineering and utility providers.

## Why People Like Living Here

People like living here because of the strong family environment, excellent schools, access to strong healthcare networks, and almost unlimited opportunities for shopping, entertainment, leisure, and recreation. We are only a couple of hours away from large cities like Atlanta and Nashville, and drives to the mountains or beaches can be done in a few hours as well.

## Church History

Double Oak Community Church (DOCC) began meeting in Mt. Laurel on January 16th, 2005. The growth of the Mt. Laurel campus led to a second campus in Chelsea which is working toward independence. DOCC is committed to excellence in ministry from babies to senior adults. We have several original staff members still serving the Mt. Laurel campus but have also added significant positions in the last 12 months to meet growing ministry needs and an influx of new worshippers. We are seen as a positive presence in our community and have good relationships with local businesses, school and government leaders, and other area churches.

## Mission, Vision and Values

Double Oak Community Church exists to glorify God by becoming a worshipping community of influence where every man, woman, and child is maturing in their Faith and being equipped to give their lives away. We have three core values that lie at the center of what we believe, who we are, and what we do. We believe these values are essential for genuine, from the heart, life change. Embracing these values, we move from "lip service" religion to "lifestyle" faith.

### MATURITY

- Christ saved us that we might become like Him. All of our activities are crafted to help us grow up in that lifelong process of spiritual maturity.

# DISCIPLESHIP PASTOR

Double Oak Community Church

Birmingham, AL



**CHEMISTRY**  
STAFFING

## COMMUNITY

- Church isn't a building. We, together, are the church. Building transparent spiritual relationships with other growing believers creates true spiritual community.

## CHARITY

- Christ commands us to love one another and to love our neighbors. Locally, nationally, and globally, we seek to share the love of Christ through spiritual charity.

## Average Weekend Attendance

750

## Attendance Trend

Growing

## Overview of Weekly Worship Gathering

We have two services each Sunday that are characterized by high-quality, creative blended worship. Our preaching is expository and Gospel-centered. Comments that we hear about the church services often reference the powerful, relevant preaching of God's Word and worship that incorporates several styles and elements so that every Sunday is uniquely its own. We also hear quite regularly, especially from new people the Lord is bringing, that we have a genuine, engaging warmth in our gatherings.

## Worship Style of Your Church

Our style is blended, leaning toward contemporary. We sing a good bit of Passion, Hillsong, and Gettys' music. We have a full band of professional musicians and a vocal team that leads with them. The elements and components of our music (which are modern arrangements in the hymns and traditional songs we sing) vary a good bit under the creativity of our worship pastor. Most importantly, the hearts of the people that lead are humble and genuine, and their talent level is excellent.

## Tell Us About Your Facility

Our facilities match the planned community of Mount Laurel, where our campus is located. Our buildings are around fifteen years old and spread out through the town of Mount Laurel. Our worship building includes children and preschool ministries in addition to our worship room. Our worship room can hold up to 600 per service. We have two services currently, but we are aware that three services will be needed again at some point (we had three before we commissioned 200 people to plant our Chelsea Campus). We have a community building across the town's main drive that holds adult community groups, middle and high school ministries, and Wednesday night discipleship classes we call Double Oak University. Our staff offices are a short walk through the town, about two blocks away.

# DISCIPLESHIP PASTOR

Double Oak Community Church

Birmingham, AL



**CHEMISTRY  
STAFFING**

## **Overall Budget (this fiscal year)**

\$4,679,639 (\$3,141,454 for the Mt. Laurel campus; \$1,548,185 for Chelsea)

## **Overall Long-Term Debt of the Church**

\$4,827,375 overall debt; \$3,670,375 rests with the Chelsea Campus. The year is significantly ahead of budget, and our expenses are well below budget. We are financially strong.

## **Denominational Affiliation and/or other Partnerships**

We are loosely affiliated with the Southern Baptist Convention, participating only at the local association level and in a limited capacity at that point. We are considering other affiliations with churches in the Birmingham area and value cooperation and accountability in ministry.

## **Governance & Polity**

As a church we are elder led, deacons served, and congregationally ruled. In practice our elders make most of the decisions for the church in concert with the staff. Our deacons serve the church but hold no voting power. The largest decisions, such as pastoral hires, annual budget, or large land purchases, come to the congregation for a vote.

## **Current Paid Staffing Level**

Full time: senior pastor, executive pastor, administrator, care pastor, student minister, high school minister (interim at the point), children's minister, connections director, tech director, church operations manager, financial manager, and ministry assistant

Part time: worship pastor, preschool minister, associate children's minister, women's director, events coordinator, and counselor

(This is all at the Mt. Laurel campus, which is where the Discipleship Pastor would serve.)

## **Major Ministries of the Church:**

- Worship, adult discipleship, community groups, men's ministry, women's ministry, student ministry (divided and staffed as high school and middle school), Thrive (senior adults), connections, counseling, deacon ministry, and care ministry
- We also serve with and support approximately 50 local ministries in our community each year.

## **Outreach Programs Overview**

Our approach to evangelism is not programmatic as much as it is relational. We do a lot of events in the community, such as VBS, Trunk-or-treat, picnics, and outdoor concerts that help us build relationships with our community, but most of our evangelism takes place in conversations that begin at those events or in the town while we're walking between buildings and visiting our neighbors. The Lord has blessed that, and we see people come to faith consistently. But we do not have a set program for evangelism.

# DISCIPLESHIP PASTOR

Double Oak Community Church

Birmingham, AL



**CHEMISTRY  
STAFFING**

## **In the most generic sense, how would you describe your church theologically?**

Evangelical - Conservative

### **Published Theological Statement**

Often, we are asked, "What are your basic beliefs?". We always start by saying that we believe that the Bible is God's Word and is to be interpreted by the literal method, where the rules of grammar, literature, history, and culture are consistently applied. In this way, we can accurately understand the author's meaning, and properly apply the Bible's principles.

#### THE BIBLE

(2 TIMOTHY 3:16-17; 2 PETER 1:20-21; HEBREWS 4:12)

- We believe that the Scriptures in all 66 books of the Old and New Testaments are verbally inspired of God, error free in the original manuscripts, and the supreme authority of faith and practice for followers of Christ.

#### GOD

(DEUTERONOMY 6:4)

- We believe there is one living and true God, who is one in essence, while eternally existing in three distinct persons; Father, Son, and Holy Spirit.

#### MAN

(GENESIS 1:26-27; ROMANS 1:18-32, 3:10-23)

- We believe that mankind was directly created in the image of God to enjoy His fellowship and fulfill His purposes on earth. However, in Adam, all mankind fell into sin; consequently all people are spiritually dead and subject to the certainty of both physical and spiritual death apart from faith in Jesus Christ.

#### SALVATION

(JOHN 1:12, 3:16, 14:6; EPHESIANS 2:8-9)

- We believe that salvation is by grace alone, through faith alone in Jesus Christ alone. All who believe in Him are declared righteous by the Father on the grounds of Jesus Christ's life, death and resurrection, being regenerated by and baptized in the Holy Spirit.

#### THE CHURCH

(ACTS 2:41-47; HEBREWS 10:24-25; 1 CORINTHIANS 12-14)

- We believe that all who are "born again" by the Holy Spirit belong to the one true church and are instructed by the Scriptures to associate themselves in local, visible churches.

#### ORDINANCES

(MATT. 28:18-20; ROMANS 6:3-7; 1 CORINTHIANS 11:23-29)

- We believe that baptism is an essential "first step" for all who, having believed in Christ for salvation, desire to walk as His disciple. Baptism is a clear injunction of the Scriptures which outwardly expresses the inward reality of new life in Christ. Our method of baptism is immersion as described in the New Testament and practiced in the early

# DISCIPLESHIP PASTOR

Double Oak Community Church

Birmingham, AL



**CHEMISTRY  
STAFFING**

church. We believe that the Lord's Supper is a memorial of Christ and His redemptive death. It is also an expression of our fellowship with one another. In communion, we are reminded of Christ's first coming and encouraged to look forward to His coming again.

## THE FUTURE

(MATTHEW 24:36; 1 THESSALONIANS 4:13-18)

- We believe the next great event of human history will be the personal return of Jesus Christ. This is the blessed hope for which all those who love Christ yearn. While the exact time of Christ's return is unknown, it is imminent and certain.

## What theological hills will you die on?

- The sovereignty of the one triune God
- The sufficiency of Christ in accomplishing our redemption through his perfect life, death, resurrection, and ascension
- Substitutionary atonement
- Imputed righteousness
- The work of the Holy Spirit to reveal Christ to the world; biblical inerrancy
- Salvation by grace alone through faith in Christ alone
- The depravity of man
- The perseverance of the saints
- The Church as the body and bride of Christ through all ages and places whose purpose it is to carry the Gospel to the world

## Hot-Button Social/Cultural Issues for Your Church

- We believe that marriage is a covenant instituted by God exclusively for one man and one woman.
- We believe that practicing homosexuality is a sexual sin but is not worse than other sexual sins, such as heterosexual promiscuity or marital infidelity. All of these are the result of embracing temptations to the desires of the flesh.
- We believe in the sanctity of life and the dignity of every living person because they are created in the image of God and loved by Him, thus we oppose abortion.

(As a side note, our pastor will be preaching a series of worldview sermons throughout the Fall that would give candidates further insights into current social issues and what we believe God says about them.)

## Biggest Church 'wins' in last 18 months?

- We have almost fully staffed two campuses over the last 18 months. The last twelve months have been focused on staffing the Mt. Laurel campus for the growth we are seeing. The staff the Lord has brought together at Mt. Laurel is

# DISCIPLESHIP PASTOR

Double Oak Community Church

Birmingham, AL



**CHEMISTRY  
STAFFING**

healthy and enthusiastic. The Discipleship Pastor for Mt. Laurel is the final piece of the team, and we are excited.

- Financially, we have soared past budget needs in our giving for several years in a row, which has allowed us to partner with and support approximately 50 ministries in the Birmingham area, contributing in excess of \$300,000 to those ministries. More importantly, we have engaged church members in service and ministry through those groups so that they become the hands and feet of Christ.
- We have significantly reduced debt.

## **Biggest Opportunity for Your Church in the Next 12 Months**

- To train leaders and prepare for more growth. The Discipleship Pastor will be a key component in this process. All of our ministries are growing right now, and we need to stay ahead of growth by planning and training for it.
- Secondly, because we are substantially ahead of budget this year, we have funds that need to be spent, and we are considering the best way to steward those funds.
- Thirdly, launching our Chelsea campus as an independent church will allow greater focus to be placed on what God is doing at the main campus at Mt. Laurel while celebrating how He is using Chelsea to transform their community.

## **Church's Biggest Challenge for the Future**

- Mt. Laurel is landlocked. We are also growing wonderfully. Our fall kickoff for Wednesday night activities was almost triple what it was a year ago. Worship numbers are higher, we're starting new community groups, and women's ministry is exploding in numbers and in raising new leaders. All of those things are awesome, and we're very thankful that the Lord has trusted us with all of these things. But space and facilities (as good as they are) are going to be a problem we'll have to creatively address in the near future.
- Another challenge we are facing is a large influx of new people and the challenge of connecting and getting them established into the community of the church effectively. Discipling our people in an increasingly busy and secular culture will be a challenge we want our Discipleship Pastor to be eager to engage.

## **Title of Position You Are Hiring**

Discipleship Pastor

## **Overall Description of this Position**

- Oversee age/stage-based ministries
- Own adult discipleship (Community Groups, Wednesday night adult discipleship program, men's ministry)
- Identify and develop new leaders for Community Groups and Double Oak University (Wednesday night adult discipleship classes)
- Vet resources and media, including print, podcast, digital, etc

# DISCIPLESHIP PASTOR

Double Oak Community Church

Birmingham, AL



**CHEMISTRY**  
STAFFING

- Provide supplemental pastoral ministries as requested (counseling, membership, funerals, etc.)
- Preach approximately 3 sermons a year
- Supervise age/stage ministers (students, children, preschool, and women) as well as men's and women's ministries
- Must be a discipler, not simply a programmer of discipleship offerings

## Reporting Relationship

The Discipleship Pastor will report to the Executive Pastor. The Executive Pastor reports to the Senior Pastor and the Elders. The Discipleship Pastor will be the direct report of children, preschool, student, and women's ministries.

## Goals and Expectations

- Identify and raise leaders in our current community groups so that they are meeting the core values of the church as a community group without the main leader doing all of it.
- Bring new ideas of topics and courses to introduce to our Wednesday night adult classes.
- Walk in fellowship and synergy with the staff and to encourage and equip the minister that report to him.
- Bring new ideas and insights into our men's ministry.

## Do you have a job description for this role?

Overview:

- The Discipleship Pastor for Double Oak Community Church should be a person who exhibits a genuine faith in Jesus Christ and who has been called to serve the Lord vocationally by discipling and shepherding the people of God.
- The Discipleship Pastor should be a person of discipline and character whose life is characterized by devotion, study, and service.
- Additionally, the Discipleship Pastor, as a supervisor of other ministry leaders, should fully support the vision and leadership of Double Oak Community Church.

Qualifications:

The Discipleship Pastor should have completed a Master of Divinity or the equivalent and have a minimum of five years of experience leading discipleship ministries in a large church context. Previous experience supervising teams is preferred.

General Responsibilities:

The Discipleship Pastor should serve Double Oak Community Church with integrity and character as a contributor to the growth and health of the ministry of the church. In doing so, the Discipleship Pastor should be consistent in:

- Striving for unity.



# DISCIPLESHIP PASTOR

Double Oak Community Church

Birmingham, AL



**CHEMISTRY**  
STAFFING

- Supporting the ministry and vision of Double Oak Community Church through the stewardship of time, words, attitudes, and resources.
- Serving in humility and cooperation as part of the pastoral team.
- Willingly taking on additional responsibilities and roles needed to carry out the ministry of Double Oak
- Exhibiting a genuinely winsome and joyful attitude.
- Each of these requirements should be maintained in personal relationships, professional leadership, and social media activity. The Discipleship Pastor must always be mindful that his personal integrity impacts the reputation of our Lord and Double Oak Community Church significantly.

## Specific Responsibilities:

The pastoral responsibilities unique to the Discipleship Pastor fall into five basic areas: leader development, maturity, community, charity, and pastoral duties. In each of these areas, the Discipleship Pastor should seek to partner with the leadership of the Executive Pastor in the fulfillment of the vision of the Lord for Double Oak Community Church as presented by the Senior Pastor.

- **Leader development-** Train and recruit leaders for Community Groups, Double Oak University and support discipleship staff in raising leaders in their areas; offer regular training events for teachers, facilitators, and ministry leaders; supervise and support the leadership for men's, women's, student, children's, and preschool ministries.
- **Maturity-** Plan discipleship opportunities that engage the Scripture and partner with the work of the Spirit to lead others to deeper belief and growth in their relationships with the Lord. Minister to the leaders of discipleship ministries to equip them to lead their groups. Encourage them to faithfulness, spiritual discipline, and stewardship.
- **Community-** Explore new ways while maintaining current structures for connecting people to the Body of Christ gathered at Double Oak Community Church. This includes, but is not limited to, community groups, Double Oak University, and ministries designated for men, women, couples, and children.
- **Charity-** Encourage ministry leaders to integrate service opportunities into their discipleship communities with the awareness that becoming like Christ must include active service to others.
- **Pastoral Duties-** Under the leadership of the Senior Pastor, the Pastor of Discipleship should be prepared to preach when needed, counsel members of the Double Oak Community Church membership, participate in the membership process, and fulfill other pastoral roles as assigned by the Senior Pastor or Executive Pastor.

Additionally, the Pastor of Discipleship will lead the men's ministry of the church as the pastoral presence on the men's team.

As the Pastor of Discipleship, it is vitally important that attention is given to personal health spiritually, emotionally, and physically. Appropriate boundaries should be set to allow for personal growth in spiritual, family, personal, and professional relationships. Effective leadership of other staff will begin with the pastor's willingness to be led by the Lord, through His Scripture, and by the leadership of Double Oak Community Church.

# DISCIPLESHIP PASTOR

Double Oak Community Church

Birmingham, AL



**CHEMISTRY  
STAFFING**

## **Educational Preferences**

In this position, education is very important. Experience in being a discipler of others is the only thing that would outweigh education. The heart is more important than the training, but it's close to even.

## **Age Vs. Experience**

We would rather have someone experienced, regardless of age. Again, though, the heart is the big issue. They need to know how to disciple others. Supervisory experience is also important.

## **Denominational Affiliation**

Denominational affiliation is not a significant factor; however, we are a conservative evangelical congregation in the Baptist tradition.

## **How important is geographical location to you?**

Geographical location is not a huge factor.

## **What skills are you looking for specifically?**

- Organized and self-motivated/self-starter. Someone who knows what they're doing and has a good idea of how to do it.
- Teaching skills are a plus due to the class/group structures inherent in most of the work.
- Relational awareness and emotional intelligence
- Team player, enjoys collaborating and the community of a church staff

## **What technical abilities (if any) are required?**

- An understanding of digital discipleship media and the ability to vet, implement, and train leaders to use them.
- Current with less traditional resource forms (example: less workbook/texbook and more equipping from digital media such as podcasts, blogs, and webinars.)
- Aware of current and developing trends that offer a broader range of discipleship opportunities

## **Equipper or Doer?**

Ideally both, but Equipper is preferred

## **Attractional or Missional?**

Missional

# DISCIPLESHIP PASTOR

Double Oak Community Church

Birmingham, AL



**CHEMISTRY  
STAFFING**

## **Budget Area Supervision**

The Discipleship Pastor will create the budget for adult discipleship ministry. He will also give oversight to budget formulation with other age/stage ministers.

## **Personal Characteristics Desired**

- Good sense of humor
- Team player
- Likes to laugh and enjoys community
- We like to have fun while accomplishing our work, so our Discipleship Pastor will need to be able to balance fun and focus well.
- Must be a high-integrity person. Character, for us, is of tremendous importance. We don't expect perfection, we're all sinners being renewed by grace, and we're pretty open about that. But striving on toward Christlikeness is imperative. You can't give to others what you don't have.

## **What would immediately disqualify someone?**

- A self-promoter will not be a fit on our team. We're all about recognizing and celebrating individual achievement, but we strive to minister as a team.
- Also, track records of dishonesty or divisiveness are immediate disqualifications.
- Anyone without a clear background check would be immediately disqualified.

## **Urgency**

We would love to have this position filled by January. Scale of urgency would be about a 7.

## **Other "Nice to Have" Skills**

- Strong networking with other discipleship pastors
- A learner who is well-read.

## **Finally...**

- An organized self-starter with the heart of a discipler who develops leaders who invest in building communities.
- A collaborator who loves teamwork and men's ministry.

# DISCIPLESHIP PASTOR

Double Oak Community Church

Birmingham, AL



**CHEMISTRY  
STAFFING**

## **Public Job Posting**

### **Discipleship Pastor**

#### **Double Oak Community Church**

#### **Birmingham, Alabama**

Double Oak Community Church in Birmingham, Alabama, is looking for a Discipleship Pastor to join its team. This vibrant and growing church is looking for someone who exhibits a genuine faith in Jesus Christ and who has been called to serve the Lord vocationally by discipling and shepherding the people of God. This person should be a person of discipline and character whose life is characterized by devotion, study, and service.

#### **What you'll be doing:**

- Training, recruiting, and encouraging leaders for Community Groups and Wednesday night discipleship program; support discipleship staff in raising leaders in their areas.
- Offering regular training events for teachers, facilitators, and ministry leaders; supervising and supporting the leadership for men's, women's, student's, children's, and preschool ministries.
- Planning discipleship opportunities that engage the Scripture and partner with the work of the Spirit to lead others to deeper belief and growth in their relationships with the Lord.
- Providing, overseeing, and vetting discipleship materials for all age groups of the church.
- Encouraging ministry leaders to integrate service opportunities into their discipleship communities with the awareness that becoming like Christ must include active service to others.

#### **What skills you need to have:**

- Experience in being a discipler and in discipling others
- Organized and self-motivated/self-starter
- Teaching skills
- Relational awareness and emotional intelligence
- Team player

Double Oak Community Church is in a planned community in the Hoover area, south of Birmingham. People like living here because of the strong family environment, excellent schools, access to strong healthcare networks, and almost unlimited opportunities for shopping, entertainment, leisure, and recreation. We are only a couple of hours away from large cities like Atlanta and Nashville, and drives to the mountains or beaches can be done in a few hours as well.

**Apply Here: <https://www.chemistrystaffing.com/double-oak-discipleship-pastor-birmingham-alabama>**