



Job Announcement

Pastor of Discipleship

Revised 05/06/2026

ABOUT COVENANT CHURCH

Covenant Church is both a historic and growing church in Central Bucks County, Pennsylvania. Our weekly attendance is around 800. Covenant's Mission is to **build a community to reach a community** so that together we enjoy and share the love and freedom of Jesus. We see Covenant as a place where the Lord calls men, women, and young people to himself, and where he puts them in community with others, so that the entire church grows in spiritual maturity, in joy, and in mutual love. Covenant Church is rooted in grace and in the Reformed tradition. We are part of the [Presbyterian Church in America](#) and the [Liberti Communion of Churches](#).

PRIMARY RESPONSIBILITIES OF THE PASTOR OF DISCIPLESHIP

The Pastor of Discipleship leads the discipleship work of the church at multiple levels. He oversees the Adult Ministries, Children's Ministry, and Next Gen[erations] programs of the church. At a high level, he oversees the functioning of all of Covenant's small groups and Christian Education programs. He also engages with the rest of the pastoral team in various forms of pastoral care for church members, including counseling and one-on-one discipleship. As a member of the pastoral team, the Pastor of Discipleship would be provided occasional opportunities to preach, teach, and perform other pastoral acts.

SUPERVISORY RESPONSIBILITIES

The Pastor of Discipleship directly supervises the Children's Ministry Director, the Next Gen Director, the Young Adult Leader, and the Adult Ministry Administrative Assistant.

KEY COMPETENCIES, GIFTS, AND SKILLS REQUIRED FOR THE POSITION

- Proven ability to preach and teach
- Ministry personnel supervision
- Strategic Planning
- Strong leadership skills
- Motivation / encouragement
- Strong foundation in a Reformed understanding of Scripture and practice
- Relational and emotional intelligence
- Pastoral wisdom
- Biblical conflict resolution skills
- Background in Christian counseling

REQUIREMENTS FOR THE POSITION

- Masters-level (or higher) degree from a theological institution or seminary
- Minimum three years' experience working in a professional ministry setting in a multi-staff church environment
- Agreement with the fundamentals of [Reformed Theology](#)

REQUIREMENTS FOR THE POSITION (CONTINUED)

- A strong and durable personal relationship with the Lord
- Minimum three years' experience leading others in relational discipleship
- Minimum three years' experience leading small groups
- Preaching and/or teaching experience
- Grace-based Christian counseling experience

STRONGLY DESIRED QUALIFICATIONS

An optimal candidate will:

- Be ordained or ordainable in the Presbyterian Church in America
- Have alignment with the core concepts expressed in the [Sonship](#) and/or [Gospel Transformation](#) curriculum from Serge
- Have organizational management experience
- Have specific experience with children's, next generation, and/or young adult ministries

COMPENSATION PACKAGE

Includes:

- Salary package based on experience
- Paid Time Off
- Sabbatical paid time off
- Health, vision, dental, and life insurance
- Continuing education benefits
- Retirement plan participation (if eligible)

LOCATION

Covenant Church is located in Doylestown, PA, an eclectic community in Central Bucks County, PA. It is surrounded by parks, trails, and many small communities having many points of interest for people of all ages. The Delaware River is about 10 miles away and Center City Philadelphia is about 35 miles away.

TO APPLY

To apply for the position, please submit a cover letter and resume to Kim Hathaway, Business Director, at kimh@covenantdoylestown.org.

Covenant Church

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