



Director of Discipleship

OPEN

Position Type: Exempt
Category: Full-time, Lay or Clergy
Classification: Category D
Reports to: Lead Pastor, The Village Church

Ministry Summary

The Director of Discipleship will oversee and empower the growth and development of CG3 Disciples at every age level. They will serve as the direct leader for all Group Ministries for adults and ensure that the church is growing in discipleship through smaller communities such as Village Groups, 4x4 Discipleship Groups, Alpha Groups, etc. They will also lead the church's efforts to provide spiritual support and care for the church, both through groups and other caring ministries as necessary. They will serve as the supervisor and team leader for the directors of Village Kids and Village Youth to ensure alignment with the overall mission and vision of The Village. They will lead a team of staff and volunteer leaders that will invest in and equip people to become committed followers of Jesus and create and manage systems and environments that will empower people to move from disconnected from the church to fully devoted disciples of Jesus.

Essential Functions

Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

Ministry Responsibilities

- Collaborates with Lead Pastor on yearly churchwide discipleship strategy, including annual budget, calendar, and initiatives, and ensures alignment between and within all age levels in the church.
- Provides leadership to, develops, and discipled the discipleship/age-level ministries staff team, helping them to set their goals and objectives, and leading them toward accomplishing their goals and objectives in alignment with the mission and vision of the church.
- Creates and innovates strategies and resources to encourage all people in the church to take next steps in our four quadrants of discipleship: Connect, Grow, Give, and Go.
- Recruits, develops, discipled, appreciates, coaches, and supports all group leaders and group ministries (Village Group, 4x4 Discipleship Group, Alpha Group, etc.), creating systems of coaching and discipleship to ensure appropriate spans of care for leaders, knowing that healthy and growing leaders lead healthy and growing groups.
- Facilitates counseling, care, and connection for members and participants in the church.
- Oversees the overall annual budget of all age-level and discipleship ministries.
- Works with Lead Pastor on overall pastoral care, baptism conversations and baptisms, and CG3/Membership commitment conversations.
- Participates as needed in worship and actively works to make connections with people who attend on Sunday mornings and online, inviting and encouraging them to take next steps of discipleship.

Qualifications and Skills

- Clearly demonstrates faith in, and has a growing relationship with Jesus Christ
- Understands and embodies the mission, vision, and staff and team values of The Village Church
- Enjoys a team environment and possesses eagerness to build, grow and evolve, as well as work independently to complete a variety of tasks
- Ability and willingness to experiment, make mistakes, laugh, have fun, and take creative risks
- Able to identify, recruit, develop, motivate, and oversee teams of staff and volunteer leaders, as well as cast vision and inspire, equipping the church to live out its mission
- Excellent written and verbal communication skills
- Excellent organizational skills
- Ability to handle sensitive information with the highest degree of integrity and confidentiality

Education and Experience Requirements

- Bachelor's degree in ministry, religion, or related field required
- Master's degree in religious studies or related field preferred
- One (1) to two (2) years of experience in a medium to large church setting with ability to navigate dynamics of a large organizational church structure
- Five (5) or more years of supervisory and project management experience required
- Five (5) or more years of related ministry experience to include paid and unpaid program leadership preferred

Supervisory Responsibility

This position has supervisory responsibilities over staff and volunteer leaders to carry out the mission and vision of The Village.

Work Environment

This job operates outside the walls of a formal church and office building. Employee will work in various types of environments including, but not limited to, working from home, working in public spaces alone or in groups, and working on Sundays at Sunset Middle School. This role routinely uses standard office equipment.

Physical Demands

While performing the duties of this job, the employee will be in various work environments as listed above. Position is somewhat sedentary and is required to talk, hear, stand, walk, and sit. Employee must lift or move boxes of supplies or other ministry-related items up to 30 pounds. Position requires bending, stooping, and reaching to setup and teardown for Sunday morning and other events.

Expected Hours of Work

Hours of work are 40 hours per week. Position may require additional hours during certain projects. Sunday is a workday (7a – 1p) with other hours worked during the week as schedule requires. Some hours on Friday or Saturday are required to prepare for Sunday worship.

Travel

Travel is primarily local during the business day, although some out-of-the area and overnight travel may be expected.

The above statements are intended to describe the general nature and level of work being performed by individuals assigned to this position. They are not intended to be an exhaustive list of all duties, responsibilities, and skills required of personnel so classified.