

Job Description - Director of Discipleship

Position Title

Director of Discipleship

Employment Status

Full-Time

Department

Ministry Leadership / Discipleship

Reports To

Senior Pastor

Location

First Baptist Church South Hill
Chesapeake, Virginia

Position Summary

The Director of Discipleship provides strategic leadership for the spiritual formation and discipleship development of the congregation across all life stages, including children, youth, young adults, adults, and senior adults.

This role is responsible for designing, implementing, and overseeing a comprehensive discipleship pathway that guides individuals from first-time engagement to mature disciples who actively live out their faith and participate in the mission of the church.

The Director of Discipleship collaborates closely with pastoral staff and ministry leaders to ensure that all teaching environments, small groups, and discipleship initiatives align with the church's mission, vision, and biblical values.

Essential Duties and Responsibilities

Discipleship Strategy & Pathway Development

- Design and implement a clear, church-wide discipleship pathway that guides individuals through stages of spiritual growth.
- Define the characteristics and outcomes of each stage of discipleship.
- Ensure the discipleship model is biblical, accessible, measurable, and applicable across generations.
- Regularly evaluate and refine discipleship strategies to improve effectiveness.

Multi-Generational Discipleship Oversight

- Provide leadership, supervision, and coaching to Children's and Youth Ministry staff.
- Establish discipleship goals, expectations, and outcomes for each ministry area.
- Facilitate regular alignment meetings with ministry leaders to ensure unity in curriculum, vision, and spiritual formation.
- Ensure age-group ministries function as a cohesive discipleship system rather than independent programs.

Small Group Ministry Leadership

- Provide vision and strategic oversight for the church's small group ministry.
- Recruit, train, and mentor small group leaders.
- Develop systems for group placement, leader development, multiplication, and group health.
- Ensure small groups support the overall discipleship strategy.

Discipleship Classes and Learning Environments

- Develop and oversee discipleship classes including foundational courses such as:
 - How to Pray
 - How to Study the Bible
 - Foundations of the Christian Faith
 - Spiritual Disciplines and Christian Living
- Ensure all teaching content reflects sound biblical theology and practical application.
- Train and coach facilitators and teachers to effectively lead discipleship environments.

Leadership Development

- Identify and mentor emerging leaders within the church.
- Develop leadership training opportunities for ministry volunteers and discipleship leaders.
- Cultivate a culture of disciple-making throughout the congregation.

Measurement and Evaluation

- Establish metrics to evaluate discipleship engagement and spiritual growth.
- Track participation and progression within the discipleship pathway.
- Provide regular reporting and insights to church leadership.

Ministry Collaboration

- Partner with pastoral staff and ministry leaders to ensure alignment with church vision.
 - Participate in staff meetings, ministry planning, and church-wide initiatives.
 - Support leadership efforts to foster a discipleship-centered church culture.
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Qualifications

Spiritual Qualifications

- A vibrant and growing personal relationship with Jesus Christ.
- Demonstrated calling to disciple and develop others spiritually.

Education

- Master of Divinity (M.Div.) required.

Experience

- Experience leading discipleship, small groups, or Christian formation in a church or ministry environment.
- Demonstrated ability to design ministry systems or discipleship pathways.
- Experience mentoring leaders and volunteers.

Skills and Competencies

- Strong biblical teaching ability.
- Strategic thinking and program development.
- Excellent communication and interpersonal skills.
- Organizational and leadership skills.
- Ability to lead across multi-generational ministry contexts.

Core Ministry Values

The Director of Discipleship is expected to model the church's core values including:

- Servant leadership
- Integrity
- Compassion
- Innovation
- Passion for evangelism
- Love for God and people
- Excellence in ministry
- Honor and respect for others
- Commitment to prayer

These values guide the culture and ministry practices of the church.

Compensation and Benefits

- Competitive salary based on experience and education
- Medical, dental, and vision insurance
- Retirement plan with employer contributions
- Technology provided for ministry work
- Paid time off and holidays
- Continuing education and ministry training support
- Relocation assistance if applicable

Equal Opportunity Employer

First Baptist Church South Hill provides equal employment opportunities to all applicants and employees without regard to race, color, national origin, sex, age, disability, or any other protected status under applicable law. As a religious organization, the church may give preference to applicants who share and uphold the church's beliefs, mission, and values.