

CAMPUS DISCIPLESHIP DIRECTOR/PASTOR

REPORTS TO: CAMPUS PASTOR AND SD SPIRITUAL FORMATION PASTOR
WORKS CLOSELY WITH: SPIRITUAL FORMATION PASTOR//DISCIPLESHIP AND CONNECTIONS STAFF
ACROSS ALL CAMPUSES, VOLUNTEER//CAMPUS STAFF//LOCAL OUTREACH PARTNERS.
PROVIDES OVERSIGHT TO: CAMPUS CONNECTIONS DIRECTOR//VOLUNTEERS
CLASSIFICATION: FULL-TIME//SALARY//ON-SITE// SUNDAY - THURSDAY//INCLUDES HOLIDAY,
WEEKEND, AND OCCASIONAL EVENING HOURS.

As the Discipleship Director at your campus, you will channel your deep passion for serving Jesus into a pivotal pastoral role within the Discipleship and Connections Team. In this key position, you will lead the development and management of adult discipleship environments and volunteer teams, creating spaces that facilitate encounters with Jesus and promote spiritual growth. By overseeing the campus Connections Director, you will drive efforts to equip volunteers with a clear vision and purpose, empowering them to effectively support Flatirons Church's mission in Assimilation, Guest Services, and Discipleship. As an essential member of the Spiritual Formation Team, you will also play a significant role in shaping the church-wide discipleship vision, strategy, and plans.

PERSONAL QUALIFICATIONS:

- Submits their life to God and the authority of His Word.
- Understands and supports Flatiron's vision and values; uses vision to filter decisions.
- Embraces key values integral to Flatirons staff culture: integrity, honor, mission.
- Exemplifies qualities core to Flatirons DNA: humility, vulnerability, authenticity, humor.
- Willing to take calculated risks or try unconventional ideas to yield impactful results.
- Committed to continual growth: spiritual, personal, professional; invests in the growth of others.
- Uses humor to connect with people and is a relational team-player.

PROFESSIONAL QUALIFICATIONS:

- Experienced in recruiting and leading diverse teams.
- Organized, strong delegator and follow-through, ability to cast and execute discipleship vision.
- Ability to connect, talk, and teach in various communication channels, environments, and group sizes.
- Demonstrates strong teamwork skills, actively seeks feedback, fosters a healthy team culture, and prioritizes team success over personal interests.
- Exhibits a proactive "see the need, meet the need" approach in all aspects of work.
- Bachelor's degree or has relevant experience in Christian Ministry, Communication, Management, or another relevant field.
- Experience in adult discipleship such as small groups, classes, content creation, and fellowship gatherings.
- Proficiency in database management and Microsoft Suit including Outlook, Excel, Word, Teams, etc.

PRIMARY RESPONSIBILITIES:

- Collaborate with Spiritual Formation Pastor, Campus Pastor, and campus staff to implement versatile (fix, flex, free) Spiritual Formation strategy at your campus.
- Oversee the campus Discipleship Volunteers and Connections Director by managing all adult discipleship and assimilation initiatives, including events, groups, classes, and guest follow-up processes.
- Participate in the Spiritual Formation Subject Matter Expert (SME) teams to develop systems and processes for spiritual formation across all campuses, including discipleship content, volunteer training/strategy, and large event planning.



- Provide leadership, guidance, and support to your campus group coaches, leaders, and participants by ensuring effective recruitment, training, operations, pastoral care, and growth opportunities.
- Manage all aspects of Baptism including coordination, training, events, volunteer management, and processes aligned with baptismal practices.
- Collaborate with the Spiritual Formation Team to plan, coordinate, and execute large spiritual formation events and conferences for men, women, marriage, and families.
- Utilize the church database to create effective digital systems for managing and tracking people's engagement at your campus.
- Oversee the assigned budget, including handling reimbursement processes, preparing annual budget requests, and aligning budget management with ministry needs.
- Work with Support & Development teams to develop marketing strategies, creative content, and IT support tailored to ministry needs.
- Assist in providing pastoral care and campus support as directed by the Campus Pastor, including support to families in crisis, hospital visits, event setup/tear down, and service projects.
- Perform other duties as assigned.

BENEFIT INFORMATION:

- Starting Salary Range/year: \$65,000-\$75,000
- An additional 20% of earnings available as a bonus based on church health, goal completion, and employment for the measurement period.
- Base Health, Dental, and Disability Insurance 100% cover by Flatirons (buy up options and additional coverages are available)
- 3 weeks of PTO per year with additional paid week off after Christmas services.
- 403(b) retirement plan with a matching contribution of up to 10% of your salary.
- Discount on tuition at Flatirons Academy.