

LONGMONT CAMPUS

DISCIPLESHIP & CONNECTIONS DIRECTOR

REPORTS TO: SOLID LINE - CAMPUS PASTOR/ DOTTED LINE - SPIRITUAL FORMATION PASTOR
WORKS CLOSELY WITH: SUPPORT & DEVELOPMENT AND DISCIPLESHIP AND CONNECTIONS STAFF ACROSS ALL CAMPUSES, VOLUNTEER LEADERS, COACHES, CAMPUS STAFF, AND LOCAL OUTREACH PARTNERS.
CLASSIFICATION: FULL-TIME//SALARY//ON-SITE// SUNDAY - THURSDAY//INCLUDES HOLIDAY, WEEKEND, AND OCCASIONAL EVENING HOURS.

The Discipleship and Connections Director (DCP) role requires a heart and passion for serving Jesus in a pastoral capacity, with a focus on shaping the Assimilation, Discipleship, and Connection engagement efforts and strategy at the Longmont Campus. As the primary driver behind creating excellent environments conducive to encountering Jesus and fostering spiritual growth, the DCP will equip volunteers with a clear vision and purpose, empowering them to effectively carry out Flatirons' mission in Guest Services and discipleship. Additionally, as a member of the Spiritual Formation team, the DCP plays a pivotal role in shaping the discipleship vision, strategy, and plans for Flatirons Church as a whole.

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:

- Proven track record in recruiting and managing volunteers effectively.
- Ability to connect, talk, and teach in various environments and group sizes.
- Demonstrates teamwork - welcomes feedback, cultivates a healthy culture and connection among teams of people, puts success of team above own interests.
- Demonstrates a "see the need, meet the need" work ethic.
- Bachelor's degree in Christian Ministry, Discipleship, Management, or a related field
- Minimum of 1 year of leadership experience, including coaching or consulting others.
- At least 2 years of experience designing and/or leading assimilation and adult discipleship events such as small groups, mid-size gatherings, content creation, and classes.
- Minimum of 1 year of experience in customer service, guest services, hospitality, or team management.
- Firm understanding and practice of prioritizing personal spiritual growth through daily time with Jesus, rest, and other spiritual disciplines, leading from a place of spiritual abundance.

PRIMARY RESPONSIBILITIES:

- Collaborate with Spiritual Formation and Campus Pastor to implement versatile (fix, flex, free) Discipleship, Connection, and Guest Services Ministry strategy at the Longmont campus.
- Lead and supervise all Adult Discipleship initiatives (including events, groups, and classes) and Assimilation processes (such as Discover, Connect Card, and Spiritual Formation Pathway) at the Longmont campus.
- Assigned SME teams via SF Pastor to oversee/build systems and processes that tend to all campuses spiritual formation. (Longmont - SG content, Connect content, SG coaching, Discipleship/Mentoring program).
- Foster a nurturing environment within campus adult ministries to support and connect individuals across various life stages and demographics, including but not limited to mature men and women, married couples with or without children, singles, and those navigating career paths.
- Oversee all aspects of Baptism services, including coordination, training, events, volunteer management, and associated processes aligned with baptismal practices.



- Provide strategic leadership, pastoral guidance, and support to Longmont Guest Services Teams and group leaders, ensuring smooth execution of recruitment, training, operations, and growth.
- Collaborate with S&D teams for marketing strategy, creative content, IT support.
- Collaborate with SF team to plan, coordinate and execute 4 large events a year - men, women, marriage, parenting, etc.
- Manage the church wide database creating effective digital systems for managing and tracking people's engagement at Longmont campus.
- Oversee the assigned budget, including reimbursement processes, annual budget requests, and budget management in collaboration with ministry requirements.
- Assist in addressing pastoral care and campus support or needs as directed by the Campus Pastor, which may involve providing support to families in crisis, conducting hospital visits, event setup/tear down, service projects, and officiating weddings or funerals.
- Pastor on Call duties a few times a year.
- Other duties as assigned.

BENEFIT INFORMATION:

- Starting Salary Range/year: \$60,000 - \$68,000.
- 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 provided.
 - Buy up options and additional coverage are available.
- 3 weeks of PTO per year with an additional paid week off the week after Christmas services.
- 403(b) retirement plan with a matching contribution of up to 10% of your salary.