

DISCIPLESHIP DIRECTOR

Flatirons Church | West Campus

REPORTS TO:

West Campus Pastor

CLASSIFICATION:

FULL-TIME//SALARY//PASTORAL//ON-SITE//SUN-THURS //INCLUDES HOLIDAY, WEEKEND, AND EVENING HOURS.

WHY THIS ROLE MATTERS

Flatirons isn't just another church, and this isn't just another job. We're building something that demands attention and drives action. If you have a desire to help build a "No Matter What, No Matter Where" culture that inspires others to follow Jesus, we want to hear from you.

RAW AND REAL. FUN. INNOVATIVE

We are looking for a pastoral leader who will help create a culture of belonging and spiritual growth as the campus. This role champions the formation pathway and environments where people move from sitting in rows to gathering in circles, learning to follow Jesus, grow with others, and live out their faith in everyday life.

As a key member of the Spiritual Formation Team, you'll support the formation pathway – Community environments (groups, bible studies, classes, etc.), developing leaders, baptism experiences, discipleship rhythms, and campus life, ensuring the discipleship movement is thriving at your campus.

WHAT YOU BRING

PERSONAL QUALIFICATIONS:

- Submits your life to God and the authority of His Word.
- Model a commitment to developing the character of Christ.
- Understand and support Flatirons' vision and values; filters decisions through that lens.
- Embrace key values integral to Flatirons staff culture: integrity, honor, mission.
- Exemplify qualities core to Flatirons DNA: humility, vulnerability, authenticity, humor.
- Willingness to take calculated risks or try unconventional ideas to yield impactful results.
- Committed to continual growth—spiritual, personal, and professional—and invests in the growth of others
- Uses humor and relational connection to lead well and build a strong team culture.
- Agreement with the Flatirons Community Church Statement of Faith and Staff Lifestyle Covenant.

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
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WHAT YOU’LL DO

- Support the Campus Pastor with the day-to-day ministry rhythm of the campus, ensuring environments, teams, and weekend experiences are prepared, welcoming, and aligned with our mission.
 - Meet with individuals, couples, and families for short-term pastoral guidance and support, helping them take meaningful next steps in faith and connection.
 - Collaborate with the Campus Pastor, Spiritual Formation Pastor, and campus staff to implement the Spiritual Formation strategy (Fix, Flex, Free) at your campus.
 - Support church-wide Men’s, Women’s, Marriage, and Family discipleship environments through campus execution and ministry support.
 - Champion the Connect-to-Community pathway, helping people move from attending to belonging in authentic biblical community.
 - Recruit, train, lead, coach, and support campus community/discipleship leaders, ensuring healthy ministry execution, growth and development opportunities.
 - Oversee Baptism at the campus from preparation, execution, celebration, follow-up, data management, and volunteer support.
 - Partner with the Spiritual Formation Team to plan and execute large formation events and conferences as part of formation pathway.
 - Use Rock and digital tools to track engagement, identify needs, and follow up relationally and pastorally.
 - Steward discipleship-related budgets wisely and in alignment with ministry priorities.
 - Provide pastoral care and support to individuals and families as directed by the Campus Pastor.
 - Perform other duties as assigned.
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COMPENSATION & BENEFITS:

- **STARTING SALARY** \$75,000 - \$84,000 – We recognize the value of your skills and dedication as we work together to bring the awesome life of Christ to a lost and broken world. Our salary range is designed to reflect your expertise and commitment to our mission.
- **HEALTH COVERAGE** – Enjoy peace of mind knowing you're covered. We offer competitive Health, Dental, and Disability Insurance for you and your family through Flatirons. You can also customize your coverage with optional buy-up options, including voluntary insurance coverages, ensuring you’re supported in every aspect of life.
- **TIME OFF** – We believe in the importance of rest and renewal. You’ll receive 3 weeks of Paid Time Off (PTO) each year to recharge, plus an extra week after Christmas services so you can truly unwind and spend time with loved ones.

- **RETIREMENT** – Your future matters as we work together to share Christ’s love. Take advantage of our 403(b)-retirement plan with a generous matching contribution of up to 10% of your salary, so you can plan for tomorrow, today.
- **ACADEMY DISCOUNT** – We’re committed to your growth of and the growth of your family. That’s why we offer a tuition discount at Flatirons Academy to develop your kids’ faith and knowledge.