



## Director of Discipleship

Position Type: Exempt  
Category: Full-time Exempt  
Reports to: Rev. Eric Burton Krieger (Executive Pastor)

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### ***ORGANIZATIONAL OVERVIEW***

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**At St. Luke's United Methodist Church, we are an open community of Christians helping people find and give hope through Jesus Christ. We are committed to our community on the northside of Indianapolis and have seen our reach grow regionally and beyond through our digital presence. With a membership of over 6,000 we are the largest United Methodist Church (UMC) in Indiana and one of the largest in the U.S.**

**People are attracted to St. Luke's for our values: Our commitment to live the mission of the UMC, "To make disciples of Jesus Christ for the transformation of the world" and living the Christian faith in a way that is open to everyone - regardless of their gender, race, ethnicity, sexual orientation, nationality, disability, or socioeconomic background. As a church we are working to ensure that our congregation and its leadership represent the diversity of the community in which we are located. We are dedicated to including women, people of color, and LGBTQ+ as staff and in positions of leadership and decision making.**

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### ***POSITION OVERVIEW***

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The Director of Discipleship is responsible for Adult Discipleship as the primary leader of this area. They will also oversee Student Ministry, Kids' Ministry, and Special Needs Ministry by setting the vision and direction for all these ministries, as well as ensuring coordination among them. This is a leadership team position that represents and makes connections for spiritual formation across other ministry areas and multiple campuses. This role will be a blend of Christian Education, vision casting and strategic planning, supervisory responsibility, and a commitment to alignment and producing consistent results.

#### **Success in this role over the next 2-3 years would include:**

- Elevating our discipleship programs to provide best-in-city Christian Formation programs for adults, students, and kids.
- Growing the engagement of kids, students, and adults of all ages in regular discipleship activities that lead to growth in faith. Today we have about 1,400 adults in a small group or class. As we see our church growing, we envision having 1,875 adults engaged in small groups and classes, over 300 kids per week on Sunday mornings, and 200 students connecting weekly.

- Implementing the Equipping Disciples pillar of our 5-year Strategic Plan that challenges us to assess our faith annually and develop lay leaders to live their faith and lead our ministry.
  - Connecting our Adult Discipleship, Kids', and Students faith formation pathways to empower parents/guardians to live and model faith at home. This will result in higher parent engagement, connection, and the prevalence of at-home discipleship practices.
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## **RESPONSIBILITIES**

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- Provide leadership and vision for our Discipleship Ministries (with a primary focus on Adult Discipleship), and a commitment to making big-picture connections that allow holistic discipleship to flourish
  - Continue implementing our 5-year strategic plan, helping our staff see themselves as disciple-makers, creating a spiritual health assessment inventory, reframing to help our congregation view themselves as evangelists, and creating a leadership development pathway for lay leaders
  - Utilize the Discipleship Pathway and 4 C's (Connect, Commit, Contribute, Change the World) to empower each person at St. Luke's to live a life of growing in Christ and connect this Pathway to our Kids/Students Pathway to help families understand how to live faith at home
  - Set ambitious goals for growth within Kids', Student, and Adult Ministries and create systems for accountability while working towards those goals
  - Create a culture of collaboration between Kids, Students, and Adult Ministries, with a focus on discipling the whole family
  - Work in partnership with the Pastor of Care and the Director of Outreach to link our Contemplation and Justice ministries to related ministry areas across the church
  - Work with the Senior Pastor and preaching team to develop spiritual formation initiatives that support sermon series
  - Give direction and vision to Digital Discipleship content, working in partnership with the Online Campus Pastor
  - Work alongside our Midtown Campus Pastor to ensure alignment in Discipleship Ministries between the campuses
  - Lead classes and participate in teaching opportunities (short term classes, Middle School Mayhem, VBS, etc.)
  - Be a presence on Sunday mornings, getting to know our congregation personally, seeking out lay leaders for encouragement, helping all those who attend St. Luke's feel welcome and known
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## **QUALIFICATIONS & CORE COMPETENCIES**

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***Demonstrate passion about the Christian faith, actively seek to grow in personal relationship with God, and be committed to the mission and purpose of St. Luke's.***

- Bachelor's degree required (in the humanities preferred), theological education a plus
- Minimum 3 years of professional experience in a ministry context, with supervisory experience
- Experience in a large membership church preferred

- Demonstrated relational skills and experience in recruiting, developing, and empowering volunteers.
- Effective at implementation, going from vision casting through planning and project execution
- Self-starter who is dedicated, solution oriented, and takes initiative
- Strong verbal and written communication skills and competency in relevant technology, including Microsoft applications and database systems.
- A collaborator and a team player

***This job description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the employee for this job. Duties, responsibilities, and activities may change at any time with or without notice.***