



## Senior Director of Discipleship

Position Type: Exempt  
Category: Full-time Exempt  
Reports to: Rev. Jen Gibbs (Executive Pastor)

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### ***ORGANIZATIONAL OVERVIEW***

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. We understand this community to welcome questions and religious exploration.

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### ***POSITION OVERVIEW***

The Senior Director of Discipleship is responsible for discipleship across all age groups, from cradle to grave. Specifically, they will oversee our Kids' Ministry, Student Ministry, Special Needs Ministry, New Here & Young Adult Ministries, and Adult Discipleship by setting the vision and direction for all these ministry areas as it aligns with the vision and strategic planning of the larger church. This person will ensure 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.

This is a dual-role position, meaning this person will also serve as Director of Adult Discipleship, responsible for helping grow our people into fully formed disciples of Christ – those who move beyond consuming church activities to those who are active, fully engaged, hands-on disciples of Jesus Christ.

We aim to equip disciples to become God's co-creators to impact the world around them, to be the hands and feet of Jesus to shape the world into a better place. Discipleship includes a strong component of Christian Education through Bible study classes and other educational opportunities, but also includes a wider vision of connecting people together in intimate Christian community, including small groups, where they can grow in their faith and live it out in the real world. We're aiming for both orthodoxy and orthopraxy in a both/and balance.

After a period of learning the new responsibilities, the split is expected to be roughly 25% in overall strategic discipleship leadership across departments and 75% in Adult Discipleship.

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

- Execution of the 2024 Adult Discipleship Strategy (part of our overall 5-year Strategic Plan) that documents a discipleship pathway, challenges us to assess our faith annually, and develops lay leaders to live their faith and lead our ministries.
- Connecting our Adult Discipleship, Kids, and Students faith formation pathways to empower parents/guardians to live and model faith at home, resulting in higher parent engagement and connection, and the prevalence of at-home discipleship practices.
- Elevating our discipleship programs to provide best-in-city Christian Formation programs, growing the engagement of kids, students, and adults of all ages in regular discipleship activities that lead to growth in faith.
- Ensure a high level of communication with the congregation about discipleship goals and offerings, as well as volunteer and lay leadership needs.
- Measuring and growing the percentage of visitors who discover a place to belong through our discipleship offerings.
- Building a strong team of staff and volunteers in Adult Discipleship, as well as a strong team of leaders across all the discipleship ministry areas.
- Building and retaining strong teams at the Director level and within Adult Discipleship. This includes regular individual and director team projects and priorities discussions/reviews, skills training, and leading in the development of a robust process of recruiting and engaging volunteer and lay leaders.
- Becoming a strong member of the Leadership Team at St. Luke's.

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**RESPONSIBILITIES**

- Provide leadership and vision for our Discipleship Ministries and a commitment to making big-picture connections that allow holistic discipleship to flourish.
- Execute our Adult Discipleship Strategy of creating a pathway for explorers and disciples to grow. Components include developing a formal Christian education curriculum, creating an integrated approach that invites discipleship in varied areas of discipleship, fostering small groups to build Christian community, creating a bi-annual assessment of spiritual growth, developing a system for tracking progress, empowering and developing a constant pipeline of new lay leaders.
- Utilize the Discipleship Pathway and 4 C's (Connect, Cultivate & Contribute, Change the World) to empower each person at St. Luke's to live a life of growing in Christ. Lead in connecting this Pathway to our Kids/Students Pathway to help families understand how to live faith at home.

- Partner with the Pastor of Care and Contemplation, and the Director of Outreach and Justice, to empower disciples to participate across these ministries to become well-rounded disciples.
- Set ambitious goals for growth within Kids, Student, and Adult Ministries and create systems that lead to growth and offer accountability while working towards those goals.
- Create a culture of collaboration between Kids, Students, New Here, Young Adult and Adult Ministries, with a focus on discipling the whole family.
- 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 (Disciple Bible Study, 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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- Minimum 3 years of professional experience leading Adult Discipleship and/or Christian education, with supervisory experience. UMC preferred.
- Experience in a large membership church (1,000+).
- Demonstrated leadership in thriving discipleship ministry in larger church.
- Demonstrated relational skills and experience in recruiting, developing, and empowering volunteers, especially volunteers from groups that are marginalized owing to gender identify, sexual orientation, disability, race/ethnicity, or socio-economic status.
- Background with best practices of learning and spiritual development.
- Experience in working with diversity, inclusion and equity as a learner and leader.
- Bachelor's degree minimum, preferably in the humanities. Theological education required.
- Effective at implementation, going from vision casting through planning and project execution.
- Emotionally intelligent self-starter who is dedicated, solution oriented, and takes initiative. A collaborator and team player.
- Strong verbal and written communication skills and competency in relevant technology, including Microsoft Word and Excel, and database systems.
- For all staff positions - 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.
- United Methodist membership and/or experience preferred.

***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.***