

# DISCIPLESHIP DIRECTOR



## **Mission, Vision, Strategy and Values of (Church)**

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One City Church exists to honor God, help people and love both. That's our purpose, and it's what we're always striving to do.

Our mission is to deploy the transformational power of Jesus into our community's 8 core sectors of influence. Specifically, ministry success is measured by the number of disciplined people we have living our G.R.A.C.E. core values in the community.

Our strategy is to move people from lost to saved, saved to freed, freed to restored and restored to fulfilled. As we worship, pray, and share the Gospel of Jesus Christ, we seek the glory of God. For His glory, we serve and care for one another, our community, our nation, and our world.

## **About This Role**

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The Discipleship Director provides strategic leadership and oversight for the entire Discipleship Department of One City Church, which includes **C Groups, Care, Prayer, and Outreach**. This role exists to develop, implement, and maintain a comprehensive discipleship process that helps people move through the process of discipleship as defined by the model of One City's department. The Director ensures that every member is engaged in a pathway toward spiritual maturity, actively living out the church's **G.R.A.C.E. values** in our community.

## **Primary Responsibilities and Tasks of the Discipleship Pastor**

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### **1. Leadership & Vision**

- Lead, recruit, and develop four department coordinators (C Groups, Care, Prayer, Outreach) and their respective teams.
- Collaborate with church leadership to align discipleship initiatives with the overall mission, vision, and strategy of One City Church.
- Develop and cast a clear, compelling vision for discipleship that fosters transformation at every age and stage of life.

### **2. Strategic Planning & Execution**

- Build and execute a discipleship strategy that integrates cGroups, care, prayer, and outreach.

- Oversee and ensure program health for all four discipleship teams, implementing systems for onboarding, leader development, and ongoing training .
- Create annual goals for spiritual and numerical growth in coordination with the Lead Pastor, and track progress using clear, measurable metrics.

### **3. Team Development & Training**

- Equip coordinators, leaders, and Dream Team members through regular training, coaching, and development sessions.
- Maintain a pipeline for recruiting and training new leaders.
- Facilitate monthly departmental meetings and ensure each coordinator maintains healthy, high-functioning teams.

### **4. Program Oversight**

- Ensure all discipleship programs (C Groups, Care, Prayer, Outreach) are accessible, engaging, and relevant to the spiritual needs of the church.
- Oversee pastoral care functions, including baptisms, weddings, funerals, visitation, and mentoring.
- Promote discipleship opportunities through church announcements, email, social media, and website.

### **5. Accountability & Administration**

- Ensure all weekend and program metrics are entered promptly and reviewed weekly.
- Provide monthly departmental reports and updates in staff meetings.
- Manage and steward the discipleship department budget.
- Be present at all weekly staff meetings.
- Attend monthly coaching sessions with both One City and external coaches.

## **Strengths & Skillset**

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### **Core Competencies**

- Mature believer actively living as a disciple-maker.
- Strong leadership, communication, and organizational skills.
- Ability to build, motivate, and manage volunteer teams.
- Relational wisdom with the ability to navigate conflict resolution in a biblical manner.
- Creativity and strategic thinking in ministry planning.
- Ability to work collaboratively across departments.

### **Experience & Education**

- Minimum 1–3 years of leadership experience in a church or ministry setting.
- Demonstrated success in developing and discipling leaders.
- Agreement with the core beliefs and values of One City Church.

## **Your Team**

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This position reports to the Executive Pastor.

This position relates to the pastoral leadership team and supervises coordinators and team leaders of the discipleship department.

## **Key Performance Indicators**

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The strategy of the ministries that the Discipleship Pastor leads reflect the overall growth strategy of the church:

1. Growth in cGroup participation and leader development.
2. Increased engagement in Care, Prayer, and Outreach initiatives.
3. Evidence of spiritual transformation in participants (baptisms, testimonies, next steps taken).
4. Development and execution of an annual discipleship plan with measurable outcomes.

## **Personal Responsibilities**

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While not specifically related to the job, here are some personal responsibilities of everyone on staff at One City.

- Maintain God-ordained priorities in your life by putting Jesus Christ first, your spouse second, your children third and the ministry fourth.
- Give at least 10% of your income toward the mission and vision of One City.
- Be loyal to the vision and staff of One City and always protect the unity of the church.
- Demonstrate a Christ-like attitude through all interactions with congregation, staff, and volunteers.
- Invest and invite the lost to know Jesus and come to One City.

## **Your Schedule**

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Schedule expectations will be given by the Executive Pastor.