

Discipleship Director/Minister

Position Title: Discipleship Director (or Minister if ordained)

Reports To: Executive Pastor / Church Leadership Team

Employment Status: Part-Time (Salaried)

Schedule: approx. 20 hours per week / some flexibility (Sundays and Mondays required)

Location: The Link Church: 1980 N. Bend Road, Hebron, KY 41048

Objective Summary

The Discipleship Director at The Link Church provides leadership and vision for cultivating a culture of spiritual growth, connection, and multiplication across the church. This role is responsible for developing and overseeing pathways that help people move from attending to belonging, growing, and leading. The Discipleship Director equips leaders, builds systems for groups and spiritual formation, and ensures that discipleship remains central to the mission of The Link Church.

Key Responsibilities

Discipleship Strategy & Vision

- Develop and implement a comprehensive discipleship strategy aligned with The Link Church's mission and values
- Create clear next steps for spiritual growth (e.g., groups, classes, serving, leadership development)
- Assist in evaluating and refining discipleship pathways to ensure effectiveness and scalability

Groups & Community Development

- Oversee all small groups, life groups, or community-based discipleship environments
- Oversee the direction and operation of Men's and Women's Ministry activities and their corresponding leadership teams
- Recruit, train, and support group leaders to facilitate healthy, multiplying groups
- Ensure groups are accessible, engaging, and spiritually transformative

Leadership Development

- Identify and develop emerging leaders within the church

- Create leadership pipelines and training processes
- Provide ongoing coaching, care, and encouragement for leaders

Spiritual Formation & Resources

- Develop or curate discipleship resources (studies, classes, devotionals, curriculum) under the direction of Church senior leadership
- Lead or oversee key discipleship environments such as growth track, classes, or workshops
- Ensure biblical depth and practical application in all discipleship content

Engagement & Assimilation

- Help guests and attendees take next steps toward deeper involvement in the church
- Oversee the Churches Welcome Team and team volunteer leaders
- Partner with other ministries to create seamless pathways from attendance to engagement
- Track and measure engagement to improve retention and spiritual growth

Pastoral Care & Collaboration

- Provide pastoral support and care within discipleship environments
- Collaborate with staff and ministry leaders to align discipleship efforts across the church
- Support church-wide initiatives, events, and vision moments

Required Skills and Qualifications

- A growing, personal relationship with Jesus Christ and a passion for making disciples
- Proven leadership experience in discipleship, groups, or ministry development
- Strong interpersonal and relational skills
- Ability to recruit, train, and lead volunteer leaders effectively
- Strategic thinking with strong organizational and follow-through skills
- Clear and effective communication (both written and verbal)
- Experience developing systems, processes, and ministry structures

Preferred Skills and Qualifications

- Bachelor's degree in ministry, theology, leadership, or a related field

- 3+ years of experience in discipleship, small groups, or church leadership
- Experience in a growing or systems-driven church environment
- Strong teaching and facilitation skills
- Familiarity with digital tools for group management, communication, and engagement
- Passion for leadership multiplication and organizational growth

Spiritual and Cultural Expectations

- Demonstrates a vibrant and authentic relationship with Jesus Christ
- Fully aligns with The Link Church's beliefs, mission, and values
- Models spiritual disciplines and a lifestyle of discipleship
- Actively engages in the life of the church beyond their role
- Leads with humility, integrity, and a heart to serve and equip others
- Embraces a collaborative, team-first staff culture

Compensation and Benefits

- Competitive salary based on experience and qualifications
- Paid time off and ministry-related holidays
- Opportunities for leadership development and continued education
- Ministry expense budget and resources
- Supportive, mission-driven team environment