

Director of Discipleship & Congregational Life

POSITION DESCRIPTION Episcopal Church of the Redeemer

The Director of Discipleship & Congregational Life cultivates pathways that help people connect, belong, grow, and lead within the life of the Episcopal Church of the Redeemer. Rooted in a vision of lifelong discipleship, this position helps foster meaningful engagement, spiritual growth, and community across the congregation while providing primary leadership for adult formation, newcomer integration, fellowship ministries, and congregational engagement opportunities.

This role will develop and support environments where individuals can build meaningful relationships, deepen their faith, discover their gifts, and participate more fully in the mission of the church. While this role is primarily responsible for the execution and leadership of adult discipleship ministries, it also collaborates with leaders across family ministries to encourage a cohesive approach to discipleship and faith formation at every stage of life.

The Director serves as a bridge between Church of the Redeemer's ministries of Discipleship and Building Community, helping create clear pathways from initial connection to deeper belonging, spiritual growth, and leadership development. The Discipleship & Congregational Life Director reports to the Minister for Discipleship and collaborates closely with clergy, staff colleagues, lay ministry leaders, vestry leadership, lay volunteers, and community partners.

This ministry is further described in the position description as follows:

Formation

1. Provide visionary and practical leadership for discipleship and congregational life ministries.
 - a. Work collaboratively by meeting weekly with Family Ministry leaders to ensure discipleship ministries across all ages are developed with intentional alignment, creating a cohesive pathway for lifelong formation and spiritual growth.
 - b. Work collaboratively with the Adult Education Planning Team by meeting regularly to ensure adult discipleship opportunities align with Church of the Redeemer's mission, values, theology, and liturgical life.
2. Develop and implement strategies that foster belonging, spiritual growth, and active participation in parish life.
3. Evaluate current ministries and identify opportunities for greater effectiveness, accessibility, and engagement.
4. Maintain appropriate records, communication systems, and ministry tracking utilizing TouchPoint Church Management Software.
5. Foster collaboration across parish ministries to support a seamless experience for adults engaging with Church of the Redeemer.
6. Establish, support, and participate in the College for Congregational Development ministry at Church of the Redeemer.
7. Oversee the parish library and other adult discipleship resources.

Newcomer Engagement Pathways

1. Help every guest/visitor to Church of the Redeemer feel welcomed and cared for.
2. Ensure timely follow-up and hospitality systems for prospective members and visitors.
3. Coordinate with the Hospitality team newcomer gatherings, orientation opportunities, and membership pathways.
4. Collaborate with clergy and ministry leaders to help individuals identify meaningful next steps in their faith journey by developing systems that help newcomers connect to formation opportunities, fellowship ministries, volunteer service, and leadership roles.
5. Monitor participation trends and engagement metrics to strengthen congregational connection and retention.

Fellowship & Community Life

1. Oversee and strengthen adult fellowship ministries that foster connection, belonging, and spiritual friendship.
2. Recruit and equip volunteer leaders responsible for fellowship gatherings and community-building ministries.
3. Support the development of new fellowship opportunities that reflect the needs and interests of the congregation.
4. Work collaboratively with ministry leaders to ensure all fellowship opportunities reflect Church of the Redeemer's culture of hospitality and inclusion.
5. Identify, mentor, and support emerging lay leaders.
6. Create sustainable leadership development pathways throughout adult ministry.
7. Foster a culture of shared ministry and volunteer empowerment.

Miscellaneous

1. Serve as primary staff liaison to:
 - a. Vestry Co-chairs for Education, SJC, & Pastoral Care
 - b. Adult Education Planning Team
 - c. Fellowship leaders
 - d. Newcomer Ministry Teams
 - e. Additional discipleship-related ministry groups, as assigned
2. Partner with the Minister for Evangelism and Communications Director to ensure effective promotion of formation opportunities, fellowship events, and newcomer initiatives.
3. Create and maintain organization of parishioner name tags.
4. Participate in staff meetings, planning retreats, and parish-wide initiatives.
5. Support clear communication between staff, lay leaders, volunteers, and ministry participants.