

# Director of Discipleship and Faith Formation (Half-Time)

Word of God Lutheran Church | Sharpsburg, GA

## Position Summary:

The Director of Discipleship and Faith Formation provide leadership for the church's educational, relational, and formation ministries. This role is primarily one of coordination, equipping, and support. The Director works through leadership of volunteers, team leaders, in coordination Pastor rather than hands on executing every program. Reporting directly to the Pastor, the Director ensures that all programs are aligned with the church's theological vision and mission, with a particular emphasis on faithful Lutheran teaching and practice.

## Key Responsibilities

### 1. Faith Formation & Christian Education

- Create and lead a Discipleship Team that supports Christian education and faith formation for all ages.
- Work under the direction of the Pastor to select or develop curriculum as needed.
- Recruit, train, and support teachers and volunteers, focusing on guidance and mentoring rather than full oversight of every class.

### 2. Small Groups & Leadership Development

- Support and oversee the development of small groups that help members grow in their relationship to Christ and the church.
- Recruit, coach, and mentor group leaders and emerging leaders.
- Collaborate with the Pastor to provide curriculum or discussion resources for groups.
- Support efforts to connect new members to small groups and the various ministries of the church.

### 3. Family & Intergenerational Discipleship

- Provide resources and guidance for parents to nurture faith at home.
- Encourage healthy discipleship practices within families of all ages.

## Qualifications & Skills

- Committed Christian whose life and actions exemplify the Lutheran faith and witness to the congregation and the greater community.

- Strong personal faith in God and ability to articulate the Christian faith from a Lutheran perspective, including familiarity with the Lutheran Confessions and core Lutheran doctrine.
- Passion for equipping people of all ages to grow in faith, including children, youth, families, and adults.
- Demonstrated ability to teach, mentor, and inspire others in their faith, both in small groups and larger settings.
- Organizational skills and ability to support multiple programs simultaneously.
- Ability to develop curriculum and/or adapt existing resources for children, youth, families, and adults.
- Leadership, mentoring, and coaching skills to support leaders and emerging leaders.
- Ability to maintain confidentiality, work cooperatively with staff, and demonstrate integrity and professionalism.
- Patience, flexibility, and energy to work with people of all ages, including challenging situations.
- Ability to work flexible hours, including evenings and occasional weekends.

### **Work Environment & Schedule**

- **Primary Location:** This position is expected to be based primarily on-site at the church to foster relationships and provide visible leadership.
- **Flexibility:** While the role is salaried with flexible hours to accommodate evening meetings or weekend events, the Director is expected to maintain 20 hours a week and have regular "core hours" at the church office, including weekly staff meetings.
- **Sunday Presence:** Consistent presence during Sunday morning programming is required to oversee Sunday School and connect with the congregation.

### **Education & Experience**

- Bachelor's degree (4-year college) preferred
- Knowledge of the Bible and the Lutheran Confessions, along with familiarity with Lutheran educational resources.
- 2+ years of experience in church ministry, Christian education, or faith formation preferred.
- Experience recruiting, training, and equipping volunteer leaders is highly desirable.