

Director of Discipleship & Family Life Ministry

Position Description

Campus Lutheran Church, Columbia, MO

The Mission

Campus Lutheran Church lives and shares the transforming love of Christ by reaching...

- Upward** in reliance on God the Father, Son and Holy Spirit as the source of our life, purpose, and salvation;
- Outward** to those who have not yet heard or experienced the Good News of God's life-saving love for them in His Son, Jesus Christ;
- Inward** to support, encourage, and build one another up as brothers and sisters in Christ as we live out His calling for our lives.

Ministry Goals

1. To provide leadership in the development of a discipling culture and in the nurturing of Christian community at Campus Lutheran Church. (Small Groups)
2. To provide leadership in the expansion of a comprehensive ministry to families with children. (Grace Road)
3. To provide leadership in ministry to older adults. (Senior Adult Ministry)

Responsibilities

- ❖ Develop, in coordination with others on the ministry staff, a comprehensive discipleship strategy for Campus Lutheran Church.
- ❖ Provide leadership to develop a coordinated discipleship curriculum for all ages; which is meaningful and appropriate; that teaches and models life in Christ.
- ❖ Provide leadership for new, current and inactive members on paths of spiritual growth and integration into the community of faith at Campus Lutheran Church. This integration into the community of faith could include mentoring others in their spiritual walk.
- ❖ Work with other leaders to create a mentoring and support ministry for adults in various stages of life, including parenting.
- ❖ Provide leadership and oversight to ministries involving children and youth that encourage growth in spiritual maturity.
- ❖ Provide leadership and oversight to ministries of adults as they continue their spiritual journeys.
- ❖ Serve as a resource for those involved in the leadership of Christian education, youth, adult ministries, and spiritual growth ministries.
- ❖ Recruit, sustain and nurture the current and future lay leadership of Campus Lutheran Church to maximize their potential.
- ❖ Collaborate in the creation of new ministries as needs and opportunities arise.
- ❖ Attend weekly staff meetings and function as team member on the Campus Lutheran staff.
- ❖ Assist the congregation by performing other duties as assigned.

Accountability

To the Pastor and the Board of Elders:

- Reports to the Pastor on a day-to-day basis;
- Provides a quarterly written report to the Board of Elders.

Ministry Position Review

This ministry description will be reviewed annually and adjusted, as needed, to respond to the changing needs of the congregation as well as the strengths and skills of the staff members. The review process will be conducted in accordance with the congregation's bylaws and current personnel policies.

Personal Priorities

- ❖ Lead by example; (servant leadership)
- ❖ Daily make time for his own spiritual growth through prayer and Scripture study;
- ❖ Help foster a healthy relationship with the Pastor and other staff members through open communication, staff devotions, meetings, and prayer;
- ❖ Take advantage of opportunities for professional growth and continuing education;
- ❖ Participate in regular self-evaluation;
- ❖ Plan for times of refreshment through days off and vacations as coordinated with the Pastor.

Key Competency Areas

The person in this position must be able to demonstrate the following knowledge, skills, and attributes:

Influencing Capabilities – A desire, interest, and ability to relate well with young people and their families to motivate, support, and to challenge them in their faith life:

- ❖ A ministry orientation toward reaching out to others, especially the unchurched, with the Gospel;
- ❖ An ability to plan, coordinate, and administrate activities that enhance congregational participation;

Personal Ministry Characteristics – Reach out and nurture people with the Gospel of Jesus Christ:

- ❖ Outwardly positive and shows sensitivity and compassion for people;
- ❖ Is able to delegate duties when appropriate;
- ❖ Seeks and receives constructive feedback from Pastor, team members, Elders, Church Council members, and congregational members, in an open-minded manner;
- ❖ Communicates effectively and openly with the leaders and members of the congregation;
- ❖ Works in accordance with the governing documents of Campus Lutheran Church.

Self-Management Capabilities – Can appropriately modify behavior and actions to best fit the situation:

- ❖ Personally exhibits a high standard of Christian ethical conduct;
- ❖ Plans and follows through on commitments within realistic time frames;
- ❖ Able to work with the Pastor and Board of Elders to set a realistic workload.

Problem Solving Skills – Characteristics involved in identifying, defining, and solving task and people oriented problems include:

- ❖ Makes quick, firm decisions in consultation with appropriate staff and lay leaders;
- ❖ If conflict arises, remains open, objective, and flexible to get to the root issues;
- ❖ Follows the guidelines of Matthew 18, as appropriate, in inter-personal concerns;
- ❖ Works with the team to develop solutions for ministry issues needed to advance the vision, the mission, and the goals of the congregation.

Salary and Benefits

Campus Lutheran will provide an appropriate salary, in accordance with the congregation's *Policy and Personnel Manual*.

3.31.2023