

Director Job Description

Role Summary

The Director is responsible for providing spiritual, strategic, and operational leadership for a ministry area by leading Coaches and overseeing the health, growth, and execution of teams. This role carries vision ownership at the ministry level, ensuring alignment with the church's mission, values, and direction while developing leaders who lead leaders.

The Director leads primarily through influence, clarity, and empowerment—setting direction, cultivating healthy leadership culture.

Key Responsibilities

- **Vision & Directional Leadership:** Own and steward the vision of the ministry area. Translate church-wide vision into clear ministry direction, priorities, and expectations that guide Coaches and teams toward consistent, aligned execution.
- **Lead & Develop Coaches:** Provide leadership, care, and coaching to Coaches. Invest in their spiritual health, leadership growth, and effectiveness, helping them lead Team Leads with clarity and confidence.
- **Spiritual Oversight & Shepherding:** Carry spiritual responsibility for the ministry and its leaders. Pray for Coaches and leaders, model Christ-centered leadership, and ensure spiritual health, unity, and integrity remain central.
- **Ministry Health & Execution:** Ensure ministry systems, teams, and environments are healthy, effective, and scalable. Address challenges, gaps, or misalignment at the ministry level to protect culture and honor.
- **Leadership Pipeline & Development:** Champion and oversee the leadership pipeline (Team Member → Team Lead → Coach). Ensure leaders are being identified, developed, and moved through the R.A.I.S.E. process with intentionality.
- **Strategic Planning & Improvement:** Evaluate ministry effectiveness, identify opportunities for growth or improvement, and implement strategies that strengthen both people and processes.
- **Communication & Alignment:** Maintain consistent communication with Senior Leadership and peer Directors. Share updates, wins, challenges, and strategic needs while ensuring Coaches remain aligned and informed.
- **Culture & Values Champion:** Protect and model a healthy, Christ-centered leadership culture marked by unity, trust, accountability, and servant leadership.

Core Competencies

- **Visionary Leadership:** Thinks strategically, sets direction, and keeps the ministry aligned with the bigger picture.
- **Leader of Leaders:** Effectively develops, empowers, and releases Coaches to lead well.
- **Spiritual Maturity:** Leads with prayer, discernment, humility, and dependence on the Holy Spirit.
- **Organizational Leadership:** Balances people care with systems, structure, and execution.
- **Culture Building:** Establishes clarity, trust, and consistency across teams and leaders.

Leadership Scope

- **Leads:** Coaches (who lead Team Leads and Team Members)
- **Reports To:** Department lead / Senior Leadership / Executive Pastor (as applicable)
- **Leadership Focus:** Vision, leader health, and ministry alignment
- **Decision Authority:** Ministry-level strategy, systems, and leadership direction

What Success Looks Like

- Coaches feel supported, developed, and clear in their leadership role
- Team Leads are healthy, effective, and consistently developed
- Ministry vision is clear, owned, and executed with excellence
- Leadership pipeline is active, intentional, and multiplying leaders
- Ministry culture is unified, spiritually healthy, and values-driven
- Senior Leadership is informed, aligned, and confident in the ministry's direction

Work Rhythm & Environment

- Regular leadership meetings with Coaches
- Ongoing one-on-ones and spiritual care for leaders
- Strategic planning and evaluation rhythms
- Collaboration with peer Directors and Senior Leadership
- Consistent prayer, preparation, and personal leadership development
- Commitment to spiritual health and sustainable leadership practices