



FBCSH

FIRST BAPTIST CHURCH SOUTH HILL

FULL-TIME DIRECTOR OF DISCIPLESHIP

POSITION DESCRIPTION

First Baptist Church South Hill
3633 Galberry Rd. | Chesapeake, VA 23323
Rev. Reginald Wise, Senior Pastor
www.fbcsouthhill.com





ABOUT US

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First Baptist Church South Hill (FBCSH) is a vibrant, multigenerational church committed to helping people live the life they were made for by knowing Jesus personally, growing more like Jesus daily, and showing the love of Jesus boldly.

Rooted in our African American Baptist heritage, we are passionate about reaching people inside and outside the walls of the church and developing fully devoted followers of Christ. Anchored in John 10:10, we believe God has called us to be a church where people experience and live out the abundant life found in Christ.

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ABOUT THE POSITION

First Baptist Church South Hill (FBCSH) is seeking a visionary, Spirit-led Director of Discipleship to lead and oversee the discipleship formation of the entire congregation across all life stages, including children, youth, young adults, adults, and senior adults. This leader will be responsible for creating a clear, intentional, and measurable discipleship strategy that moves people from first-time guests to mature disciples who live on mission.

The Director of Discipleship will design and steward a comprehensive discipleship pathway, oversee small groups, and develop foundational discipleship classes that equip believers to grow spiritually. This role works collaboratively with ministry leaders to ensure all teaching and formation environments are aligned with the church's mission, values, and vision.

RESPONSIBILITIES & DUTIES

DISCIPLESHIP STRATEGY & PATHWAY DEVELOPMENT

- Design, implement, and oversee a clear church-wide discipleship pathway that guides people through identifiable stages of spiritual growth.
- Define what discipleship looks like at each stage and how individuals move from one stage to the next.
- Ensure the discipleship pathway is biblical, simple, measurable, and accessible for all generations.
- Regularly assess and refine the discipleship strategy to ensure alignment with FBCSH's mission and effectiveness in spiritual formation.

MULTI-GENERATIONAL DISCIPLESHIP OVERSIGHT

- Provide direct supervision, coaching, and evaluation for Children's Ministry and Youth Ministry staff.
- Set discipleship expectations, standards, and outcomes for each age-group ministry.
- Lead regular alignment meetings with ministry staff to ensure consistency in vision, curriculum, and formation.
- Ensure that age-group ministries function as part of one unified discipleship system rather than siloed programs.

SMALL GROUPS LEADERSHIP

- Provide vision, structure, and oversight for the church's small group ministry.
- Recruit, train, and support small group leaders.
- Develop systems for group placement, leader care, multiplication, and spiritual health.
- Ensure small groups align with the overall discipleship pathway and mission of FBCSH.

RESPONSIBILITIES & DUTIES

DISCIPLESHIP CLASSES & FORMATION ENVIRONMENTS

- Develop and oversee discipleship classes and learning environments, including foundational courses such as:
 - How to Pray
 - How to Read and Study the Bible
 - Foundations of the Christian Faith
 - Spiritual Disciplines and Christian Living
- Ensure theological soundness, biblical clarity, and practical application in all discipleship content.
- Equip and coach teachers and facilitators to lead effectively and faithfully.

LEADER DEVELOPMENT & EQUIPPING

- Identify, train, and mentor discipleship leaders and volunteers.
- Create leadership development opportunities that help leaders grow spiritually and serve effectively.
- Foster a culture of disciple-making rather than program participation.

MEASUREMENT & EVALUATION

- Establish clear metrics to evaluate discipleship engagement and spiritual growth.
- Track participation, progression, and outcomes within the discipleship pathway.
- Provide regular updates and insights to church leadership regarding discipleship health and effectiveness.

INTEGRATION & COLLABORATION

- Collaborate closely with pastoral staff, ministry leaders, and support teams to ensure alignment and unity.
- Participate in staff meetings, planning sessions, and churchwide initiatives.
- Support church leadership in cultivating a discipleship-driven culture throughout the congregation.



QUALIFICATIONS

- A growing, vibrant relationship with Jesus Christ and a clear calling to disciple others.
 - Demonstrated experience in discipleship, small group leadership, or Christian formation within a church or ministry context.
 - Strong biblical teaching ability and theological understanding.
 - Proven ability to design systems, processes, and pathways that facilitate spiritual growth.
 - Strong communication, organizational, and relational skills.
 - Masters of Divinity degree required.
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CORE TEAM VALUES

The Director of Discipleship is expected to embody and model these values in life and ministry:

Die to Self – God’s will, God’s way, not ours. (Matthew 16:24)

Integrity – We walk our talk. (2 Corinthians 8:21)

Servant Leadership – We lead by serving, not commanding. (Matthew 20:26)

Compassion – We see something, feel something, and do something. (Matthew 14:14)

Innovation – We don’t react to the future—we create it. (Exodus 31:1–4)

Passion – We go for the lost at all cost. (Luke 19:10)

Love – We love God, we love our families, and we love people. (Matthew 22:37–39)

Excellence – We give God nothing less than our very best. (Daniel 6:3)

Sower – We put our money where our ministry is. (Matthew 6:21)

Honor – We value people over programs. (1 Peter 2:17)

Impact – We work to make a difference, not just a living. (Acts 17:6)

Prayer – We pray about everything before we attempt anything. (1 Thessalonians 5:17)



COMPENSATION & BENEFITS

- Competitive salary commensurate with experience and education
 - Medical, dental, and vision insurance
 - Retirement plan with church contributions
 - Work technology provided (e.g., laptop)
 - Paid time off, holidays, and sick leave
 - Support for continuing education and ministry training
 - Relocation expenses, if applicable
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DISCOVER HAMPTON ROADS

Hampton Roads is a thriving coastal region where deep history, diverse culture, and warm hospitality create an exceptional quality of life. Home to historic landmarks like Colonial Williamsburg, Fort Monroe, and the Chesapeake Bay, Hampton Roads offers a distinctive blend of heritage and modern innovation. With its strong military presence, world-class museums, and miles of scenic waterfront, the region embraces both tradition and progress.

From the bustling Oceanfront of Virginia Beach to the historic charm of Norfolk's Ghent district and the family-friendly suburbs of Chesapeake and Suffolk, each community offers its own unique character. The region's housing market is especially appealing, with options ranging from waterfront homes to affordable suburban neighborhoods.

Arts, culture, and entertainment thrive in Hampton Roads. Visitors and residents alike can experience the Virginia Opera, Virginia Symphony Orchestra, and Broadway performances at Chrysler Hall. The region also hosts exciting events like the Virginia Arts Festival, Harborfest, and the Neptune Festival. Sports fans can cheer on minor league baseball with the Norfolk Tides or enjoy hockey with the Norfolk Admirals.

Outdoor enthusiasts will discover endless opportunities for recreation, from hiking at First Landing State Park to kayaking in Back Bay, or simply relaxing along the miles of beaches. For families, attractions like the Virginia Aquarium, Nauticus, and Busch Gardens Williamsburg provide year-round fun.

Centrally located on the East Coast, Hampton Roads provides easy access to Richmond, Washington D.C., and the Outer Banks of North Carolina. Hampton Roads is more than a place to live — it's a vibrant, connected region where you can belong, grow, and thrive.