

Director of Member Engagement Job



Description

Purpose:

The Director of Member Engagement will provide spiritual and strategic leadership to help people take meaningful steps into biblical community. This role exists to create clear pathways for individuals to connect, belong, and grow as disciples of Jesus.

Working closely with our ministry staff, the Director of Member Engagement will lead the development of systems, teams, and environments that foster connection and spiritual formation. This includes overseeing and equipping leaders in our small groups, newcomer assimilation, Sunday School, and relational discipleship efforts—all aligned with the vision and values of Antrim BIC Church. We're a church family which values authenticity, spiritual growth, and serving together. We believe life transformation happens best in community, and we're looking for a leader who shares that vision.

About Us:

Antrim BIC Church, established in 1884, is a vibrant, multi-generational community with a deep love for God's Word and one another. With an average Sunday attendance of around 600, we're a medium-sized church that feels personal and connected thanks to our strong culture of community—fostered through Sunday School, Life Groups, and other relational ministries. We are deeply invested in our local community and are committed to the mission: making disciples who make disciples.

Education & Experience:

- Proven track record of leadership of volunteer teams at a medium-to-large church
- Experience in identifying, recruiting, training, and empowering volunteers to lead Life Groups that make disciples
- 3–5 years of experience in pastoral ministry, discipleship, or connections ministry
- Bachelor's degree in ministry, theology, or a related field preferred
- Proven ability to lead teams, develop leaders, and create systems that foster spiritual growth and community

Qualifications:

- A shepherd's heart with a passion for helping people grow in Christ and connect in community
- Strong communication and highly relational; enjoys building relationships and engaging with people
- A visionary and strategic thinker
- Able to teach, lead, and equip others for ministry
- Be reliable, trustworthy, a self-starter, and consistent in follow through
- Skilled in administration, organization, and managing systems for follow-up and connection
- Emotionally mature, not prone to anger, criticism, or negativity; speaks the truth in love
- Flexible, teachable, and able to work well in a team environment
- Humble and able to submit to authority of Lead Pastor
- A servant heart and attitude which leads by example
- Possesses a positive, enthusiastic, and faith-filled outlook on life and ministry
- Licensed with the Brethren in Christ denomination or willingness to pursue licensing upon hire

Responsibilities:

- Lead the overall strategy for connecting people into meaningful community and biblical discipleship at Antrim BIC Church

- Develop and oversee effective systems for welcoming guests, helping them take next steps, and moving them toward full engagement in church life
- Lead and coach small group leaders to shepherd, disciple, and serve others well
- Plan and execute Life Group semesters, recruit and equip new leaders, and ensure groups remain healthy and aligned with church values
- Develop and maintain the Engagement Pathway process to guide individuals into serving, connecting, and growing spiritually
- Collaborate with church staff to evaluate the discipleship path, create resources (in-person and online), and measure effectiveness
- Oversee the Sunday School ministry, supporting leaders and aligning it with the church's discipleship strategy
- Build alignment and collaboration across ministry teams through regular coaching, team-building, and strategic planning

Expectations:

Personal

- Maintain a growing relationship with Jesus through daily time in Scripture, prayer, and personal worship
- Prioritize your family and home life in a way that reflects spiritual health and integrity
- A life that reflects integrity, humility, and Christian character (in alignment with 1 Timothy 3:1–7 and Titus 1:5–9)
- Model emotional and spiritual maturity, including self-awareness, humility, and healthy rhythms
- Faithfully steward your time, relationships, and resources as a servant-leader of Christ and Antrim BIC Church

Professional

- Participate actively in the life of the church and in weekly worship services
- Serve in a way which reflects Colossians 3:23–24, working heartily for the Lord and not for human recognition
- Assist in developing & communicating the mission & vision of the church
- Attend and participate in staff meetings
- All required paperwork to support ministry (forms, expenditures, etc.)
- Coordinate all Connections functions with church calendar and Facility Manager for set-up
- Attend Board Meetings periodically to offer reports and insight
- Cooperate (as needed) with all other church ministry departments
- Be visible and available at scheduled all-church public functions

Sundays

- Attend both services and be available to pray and counsel with those choosing to respond to the Holy Spirit
- Be available to serve on platform as needed (e.g., announcements, prayer, welcome)
- Be visible and available for “meet and greet” prior to and after all Sunday services
- Preach as needed

General:

- Position is full-time salaried w/ benefits and vacation time
- Reports to Lead Pastor