



Next Steps Director Job Overview

Qualifications for employment at Watermark include having made a life commitment to Jesus Christ, agreement in writing with the Beliefs and Governance statements of Watermark and having a work history and a lifestyle that are consistent with biblical principles. Must be an existing member of Watermark or willing to become one.

JOB TITLE: Next Steps Director

FLSA STATUS: Exempt

DEPARTMENT: Connecting

TIME REQUIREMENTS: Full-time

REPORTS TO: Connecting Director

CLASSIFICATION: Ministerial Role

VISION STATEMENT: Abiding in Jesus, we're making disciples together

POSITION SUMMARY: Responsible for leading clear and effective pathways that help people move from initial connection to meaningful engagement in the life of Watermark Community Church.

POSITION RESPONSIBILITIES:

- Own the design, clarity, and effectiveness of pathways that help people move from initial connection into meaningful engagement at Watermark
- Develop and execute focused engagement strategies for prioritized groups, including newcomers, re-engaging attenders, new believers, and others needing clear next steps
- Lead and develop the Next Steps Coordinator by providing clear direction, regular coaching, and ongoing support to ensure excellent execution of ministry priorities
- Recruit, train, and galvanize a team of Next Steps volunteers who help execute the vision for Next Steps on Sundays inside the auditorium
- Identify points of friction, confusion, or disengagement that prevent people from taking the next steps and propose improvements accordingly
- Regularly evaluate pathway effectiveness using both relational feedback, ministry insight, and engagement data
- Develop and refine ways to assess where individuals are in their discipleship journey and determine what next steps are most appropriate for them
- Help translate Watermark's discipleship vision into practical, understandable steps for people with varying levels of spiritual maturity
- Gather insight from conversations and engagement patterns to better understand readiness, barriers, and areas of disengagement
- Maintain a broad understanding of Watermark ministries, environments, classes, serving opportunities, and discipleship pathways to effectively connect people to their best next step
- Participate in general Watermark staff-required activities (expense reporting, Staff on Call, staff meetings, retreats, Christmas Eve, Easter, CLC, other "all hands on deck" events, etc.)

DIRECT REPORTS: Next Steps Coordinator

ROLE QUALIFICATIONS:

- Commitment to the vision and 10 markers of Watermark Community Church
- Commitment to Watermark's staff values: Dependent, Unified, Excellent, and Fun (DUEF)
- Demonstrates spiritual maturity and a shepherding heart for people at varying stages of faith and engagement
- Adapts and responds positively to changing circumstances, competing demands, and evolving ministry needs
- Exhibits and fosters healthy individual and team interaction through high emotional intelligence and strong relationship-building skills
- Communicates clearly and concisely through written and verbal channels in one-on-one, volunteer, and small group contexts
- Relates well to all kinds of people and cultures, both inside and outside the church

All employees' job descriptions are subject to change at any time at the sole discretion of management.