



Senior Director of Care 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: Senior Director of Care

FLSA STATUS: Non-exempt

DEPARTMENT: Care

TIME REQUIREMENTS: Full-time; in-office

REPORTS TO: Executive Director of Discipleship

CLASSIFICATION: Ministerial

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

POSITION SUMMARY: Responsible for guiding and overseeing various provisions of care to meet individual needs that arise at Watermark Community Church

POSITION RESPONSIBILITIES:

- Oversee a gospel-saturated, healthy, and effective system of care for individuals who present needs surpassing the capacity of a community group or ministry group within the church. Examples of care needs include mental illness, trauma, severe brokenness in marriage, addictive behaviors, criminal activity, etc.
 - Our system of care must effectively prevent individuals from “falling through the cracks” between community groups, care ministries, and counseling
 - Our system of care must avoid over-dependence on a small number of staff and elders
 - Our system of care must include appropriate and effective record-keeping
- Serve as the resident expert in various provisions of care available to our members and attendees. Examples of provisions of care include communal care in which believers care for one another, needs-based care ministries of the church, licensed professional counseling resources, clinical social work resources, marriage and family therapy resources, mental health resources, legal resources, etc.
- Develop and maintain a healthy and productive culture on the Care team
 - Lead, oversee, and manage the Director of Care Ministries, a team of Care Directors, and a larger team of volunteer Care Ministers
 - Support hiring, evaluation, care, and development of staff members on the Care team
 - Approve Care team budgets and major expenditures
- Communicate as needed with the Executive Team and elders to ensure effective collaboration in caring for church members and attendees. Coordinate with Watermark Elders in supporting care and correction cases.
- Evaluate future potential for the development of a Watermark adjacent counseling center to serve members and the broader Dallas community
- Respond promptly to all urgent care-related inquiries; accessible by phone to address occasional after-hours and time-sensitive care needs
- Participate in general Watermark staff-required activities (expense reporting, staff meetings, retreats, Christmas Eve, Easter, CLC, other “all hands on deck” events, etc.)

DIRECT REPORTS: Director of Care Ministries, Care Directors, and Care Assistant

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)
- 7+ years of experience in Christian ministry, leadership, and clinical care is preferred
- A master’s degree or equivalent advanced degree in counseling, social work, or psychology
- Experience and competency in clinical discernment, trauma-informed care, ethical practice, and crisis response
- Ability to integrate a gospel-saturated approach to care with a clinically informed understanding of mental health
- Ability to collaborate and align with other leaders
- Ability to inform, direct, supervise, develop, and evaluate church staff
- Exemplary Christ-follower, biblical counselor, pastoral caregiver, conflict resolution facilitator, team builder, energizer of people, strategic thinker, and discerning decision maker