



Women's Discipleship Coordinator 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: The Porch Women's Discipleship Coordinator

FLSA STATUS: Exempt

DEPARTMENT: The Porch

TIME REQUIREMENTS: Full-time; in-office

REPORTS TO: The Porch Director of Discipleship

CLASSIFICATION: Ministerial Role

VISION: Abiding in Jesus, we are making disciples together.

POSITION SUMMARY: Responsible for the discipleship, shepherding, and development of young adult women and female leaders as a key spiritual leader within The Porch.

POSITION RESPONSIBILITIES:

- Women's Discipleship & Shepherding
 - a. Personally disciple and shepherd the female Team Leaders serving with The Porch
 - b. Oversee the health, care, and spiritual formation of all female leaders within the ministry
 - c. Identify, recruit, interview, and develop women with the character and calling to serve as disciple makers
 - d. Provide pastoral care, counsel, encouragement, and biblical guidance to leaders and attendees
 - e. Model a life of joyful obedience and invite others to imitate her example (1 Cor. 11:1)
- Discipleship Programming & Curriculum
 - a. Lead and help shape the vision, structure, and execution of The Porch's discipleship pathway
 - b. Play a primary role in leading and refining the Disciple class, including teaching, facilitating, and training table group leaders, delegating setup/teardown responsibilities
 - c. Write, edit, and curate discipleship curriculum in alignment with Watermark theology, values, and the 10 Markers of a Disciple
- The Porch Leadership & Volunteer Development
 - a. Recruit, interview, onboard, and support women serving across Porch teams
 - b. Equip and follow up with leaders to ensure clarity, accountability, and encouragement
 - c. Help plan and execute All Leader Meetings, retreats, and other key leadership gatherings
 - d. Collaborate with The Porch staff to maintain a high bar of excellence and spiritual depth
- Public Presence & Female Voice for The Porch
 - a. Serve as a primary female voice for The Porch across platforms including stage announcements, podcast participation (e.g., Views From the Porch), and online hosting
 - b. Represent the heart, theology, and tone of The Porch with wisdom, clarity, and warmth
 - c. Communicate sensitive topics with biblical conviction and pastoral care
- Culture & Collaboration
 - a. Contribute meaningfully to the spiritual culture and unity of The Porch Team
 - b. Partner with other Watermark ministries to advance shared discipleship goals
 - c. Remain flexible and responsive to ministry needs as they arise
- Participate in general Watermark staff-required activities (expense reporting, Staff on Call, staff meetings, retreats, Christmas Eve, Easter, other "all hands on deck" events, etc.)

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)
- Deep love for Jesus and His Church, with a particular burden for young adult women
- A steady, non-anxious presence rooted in prayer, Scripture, and dependence on the Spirit
- Ability to hold both truth and compassion without compromise
- Comfortable carrying responsibility, influence, and spiritual authority

- Hungry to see women not just involved, but transformed and mobilized as disciplemakers
- Proven track record of discipling women who go on to disciple others
- Demonstrated spiritual maturity, emotional intelligence, and sound discernment
- Ability to shepherd others through complex pastoral situations with wisdom, grace, and truth
- High relational initiative with the ability to both pursue and appropriately set boundaries
- Strong theological grounding and ability to communicate Scripture clearly and compellingly
- Excellent written and verbal communication skills, including public speaking
- Ability to carry spiritual authority while operating with humility and dependence on the Holy Spirit
- Highly trustworthy, self-directed, and aligned with the mission, theology, and culture of Watermark and The Porch

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