

Director of Groups & Leader Development

Small Groups • Leader Development • Systems & Culture • Ministry Expansion

Employment Type: Full-Time

Compensation: Commensurate with experience

Location Requirement: Columbus, GA (on-site expected)

Role Summary

The Director of Groups & Leader Development is a full-time leadership role responsible for shepherding and developing the leaders who make The Redeemed possible while building the systems that allow our ministry to grow with excellence.

This role serves as the primary shepherd and developer of The Redeemed's leader community, ensuring leaders are supported, encouraged, equipped, and connected as they help men experience authentic brotherhood and spiritual growth.

The role blends pastoral care, leadership development, community engagement, systems building, and organizational execution. It exists to ensure The Redeemed can grow from dozens to hundreds of groups without sacrificing spiritual depth, relational safety, leadership health, or organizational clarity.

Working closely with the Director and leadership team, this individual helps cultivate the culture, structures, and leader pipeline necessary to expand the ministry while preserving the DNA that makes The Redeemed unique.

Key Responsibilities

1. Leader Care & Shepherding

- Build and maintain meaningful relationships with small group leaders and key volunteers
- Provide consistent encouragement, support, accountability, and pastoral care
- Maintain regular touchpoints with leaders through calls, messages, and meetings
- Lead leader gatherings, support huddles, and relational connection opportunities
- Identify leaders who may be struggling and provide early support and intervention
- Pray regularly with and for leaders
- Ensure leaders and participants are connected to appropriate care and prayer resources when needed

2. Leader Training & Development

- Build and maintain a clear Leader Development Pathway (Apprentice → Leader → Shepherd Leader)
- Recruit, assess, onboard, and develop future leaders
- Create and refine leader training curricula and development resources
- Host online and in-person leader development experiences
- Prepare leaders for spiritual, relational, and logistical leadership responsibilities
- Develop coaching structures that support leader growth and multiplication

3. Community Engagement & Member Care

- Maintain an active presence within The Redeemed Community platform
- Foster meaningful interaction among leaders and members throughout the week
- Encourage participation, brotherhood, and engagement between group seasons
- Celebrate member milestones, wins, testimonies, and stories of transformation
- Engage prayer requests and community needs with care and consistency
- Identify disengaged members and coordinate appropriate follow-up
- Help cultivate a culture where men feel seen, known, and valued

4. Group Health & Quality

- Monitor group attendance, reports, and engagement trends
- Ensure alignment with Redeemed values, teaching, and community standards
- Develop health assessment tools to evaluate group quality and leader effectiveness
- Intervene early when leaders or groups show signs of struggle
- Support leaders in creating spiritually rich and relationally safe group environments
- Identify opportunities to strengthen participation, retention, and overall group effectiveness

5. Systems, Structure & Documentation

- Build predictable, repeatable systems that support healthy group life at scale
- Standardize group launch processes and onboarding workflows
- Design and maintain templates, SOPs, and operational playbooks
- Develop dashboards, reporting systems, and group health metrics
- Create scalable structures that support future ministry expansion
- Continuously improve systems to increase clarity, consistency, and effectiveness

6. Organizational Integration & Execution

- Collaborate closely with the Director on strategic priorities and ministry execution
- Partner on platform structure, communication flows, and organizational systems
- Surface group wins, impact stories, and leader testimonials for ministry communications
- Provide stories of transformation and impact for donor and fundraising efforts
- Lead projects and initiatives from concept through implementation and completion
- Help ensure alignment across groups, leaders, staff, and ministry priorities

7. Culture Shaping & Spiritual Leadership

- Model The Redeemed's values in every interaction
- Foster unity, encouragement, authenticity, and brotherhood throughout the ministry
- Protect and strengthen a culture of relational safety and spiritual growth
- Lead devotionals, prayer experiences, and spiritual formation opportunities for leaders
- Reinforce the mission, vision, and DNA of The Redeemed at every level
- Help leaders live out and reproduce the culture of The Redeemed within their groups

Ideal Candidate

The ideal candidate is a relational leader with a shepherd's heart and an operator's mindset. He is passionate about developing leaders, building authentic community, and creating the systems necessary for healthy ministry growth.

He naturally invests in people, follows up consistently, notices when others are struggling, and takes initiative to help leaders and members feel seen, supported, and connected.

Must Be Strong In

- Shepherding and caring for leaders
- Leadership development, coaching, and disciple-making
- Building healthy communities and volunteer teams
- Creating systems, processes, and organizational structure
- Clear communication and consistent follow-through
- Spiritual leadership and cultural stewardship

Must Be Comfortable With

- Operating in a high-autonomy environment
- Investing significant time in leader care and relationship building
- Using platforms such as Mighty Networks, Google Workspace, and Zoom
- Creating training resources and operational documentation
- Traveling for retreats, events, and leader gatherings

Experience & Education

The ideal candidate has experience leading people, developing leaders, and building healthy ministry, nonprofit, or organizational cultures. Experience in pastoral care, discipleship, coaching, volunteer leadership, small groups, or ministry leadership is strongly preferred.

The strongest candidates will possess both a shepherd's heart and an operator's mindset—able to care deeply for people while building the structures that help ministry flourish.

Bachelor's degree preferred but not required. Equivalent ministry, nonprofit, leadership, or professional experience will be considered.