



ORCHARD.CHURCH

POSITION PROFILE

GROUPS & DISCIPLESHIP DIRECTOR



ORCHARD CHURCH
12405 E. 120TH AVE
BRIGHTON, CO 80640
WWW.ORCHARD.CHURCH

ORCHARD CHURCH OVERVIEW

The Mission of Orchard Church is *People Helping People Find and Follow Jesus*. How does that happen? What do we do as a church to fulfill that Mission? We do exactly what Jesus did, make disciples, through the process of **Share, Love, Lead**. We share through engaging weekend services and local outreach, love through our small group ministry & serving teams, and lead through our leadership development process.

Orchard Church is a Christ-centered, nondenominational church that believes in keeping things simple and fulfilling the great commission. **We operate based on a simple list of church values:**

- **We are about building His Kingdom, not our kingdom.**
- **We always ask, “What does the Bible say?”**
- **We pray as if everything depends upon God and work as if everything depends upon us.**
- **We focus on church health, which fosters church growth.**
- **We reach people no one is reaching by doing things no one is doing.**
- **We love people more than programs and give up things we love for things we love even more.**
- **We are worship participants, not merely spectators, and we are church contributors, not church consumers.**
- **We give our best for God, because He gave His best for us.**
- **We act our wage by giving first, saving second and living on the rest.**
- **We keep it real.**
- **We are a church for our community, not just in our community.**

Pre-COVID, the church welcomed approximately 2,700 people per week to our weekend worship services. Now, we see 1,500 per weekend in-person, while engaging another 500 online. It is a growing, vibrant, and dynamic church that consistently strives to improve its quality of experience, and in so doing, our ability to reach people. With 90% of the surrounding area claiming no church affiliation, Orchard Church is intentional in our effort to reach families who do not yet attend church. We have been blessed to extend our impact outside our walls, through our support of community projects, missionaries, feeding centers, church plants, and local ministries.

In 2010, Orchard Church planted its first church – Orchard Church of Erie, which has been self-sustaining for several years. Then in 2015, Orchard Church Latino began meeting. In 2020, we launched our first video venue multi-site location, Orchard Church Thornton. Our vision is to multiply locations and support other autonomous church plants so that people in other communities have the opportunity to *find and follow Jesus*.

DOUG DAMERON, LEAD AND FOUNDING PASTOR



Doug accepted Christ at the age of 8, on July 4, 1976, in his hometown of Tulsa, Oklahoma. Doug and his wife, Shellie, met at Bible College. They were married December 26, 1992, and have two children, Caleb and Katelyn. Doug has been in full-time ministry for over twenty-five years, beginning in 1990. He attended the University of Oklahoma where he pursued a major in music, with an emphasis in percussion. He then completed his Bible college training, earning a B.A. in Music and Bible. Doug has served local churches as a Student Minister, Assistant Pastor, and Music Director. He was a Lead Pastor for six years in Indiana, before following God's call to plant Orchard Church in Denver.

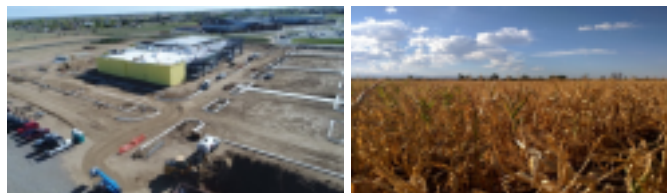
HOW ORCHARD CHURCH BEGAN

On July 12th, 2005, Doug and Shellie Dameron, with their children Caleb and Katelyn, relocated to the northeast side of Denver with a calling from God to plant a church in one of the most unchurched cities in America. It was their desire to glorify God by planting a new, reproductive, fruit bearing church, rooted in relevant Bible teaching, small groups & Biblical one-on-one discipleship. On August 18th, 2005, Orchard Church began meeting regularly on Sunday mornings with a small core group of young families and singles. The Church saw rapid growth and soon, approximately 50 attendees came each week. On Easter Sunday of 2006, Orchard Church was publicly launched at the Courtyard Marriott on Tower Road. Over 135 attended!



CONTINUED GROWTH

On Sunday, January 7, 2007, the Church began meeting at the new 600 seat Prairie View High School Auditorium in south Brighton. In the spring of 2010, Orchard added a second service to accommodate the growth. In the fall of 2013, a third service was needed, as the Church began averaging over 1,000 in attendance every Sunday. In the fall of 2014, the Church purchased 38 acres next door to Prairie View High School, and began the process of building our 52,000 square foot permanent facility, which includes a 1,250 seat auditorium. This new facility opened in November of 2017, and allows Orchard Church to help even more people find and follow Jesus!



CHURCH CULTURE

In addition to Orchard Church's fundamental commitment to *Relevant Biblical Teaching* in the main worship services, Orchard has always emphasized active participation in smaller groups with the intent to develop a rich and authentic community. Consequently, hundreds of people meet in small groups throughout the week.

One of the most distinctive traits about the culture of Orchard Church is that this grace-filled body of Christ followers has literally led the way in serving the Brighton/Commerce City community at large. Additionally, countless more people serve God regularly in the community as extensions of Orchard Church. Outreach in the form of service is a defining hallmark of the Church. The readers of the local paper recently voted Orchard the "Best Church in Brighton"!

STAFF CULTURE

Orchard's staff, far from being simply "professional associates," sees itself as a "family" working together toward a common purpose. Prayer and laughter, reflecting the care and joy shared across the staff, mark staff meetings. Emails to encourage one another and resources that are freely shared are common. Most of the staff are aligned in various "departments" (e.g., Worship Department, Communications Department, Children's Ministry Department) and most of these departments collaborate through a true "team approach" when it comes to accomplishing their ministry objectives.

In summary, the staff culture may be described as continuously striving to be:

ORGANIZED

(Communication - Same Page, Excellence)

RELIABLE

(Loyalty - Same Team, Unity, Integrity)

CHEMISTRY

(Encouragement, Fun, Relational)

HEALTHY

(Spiritually, Family, Financially, Physically, Emotionally)

ACCOUNTABLE

(Thick-skinned, Teachable, Flexible)

REPRODUCIBLE

(Empower leaders, Lead leaders)

DRIVEN

(Grit, Work ethic, Get it done, Whatever-it-takes)



OPPORTUNITY – GROUPS & DISCIPLESHIP DIRECTOR

The ideal candidate:

- **Innovative** – You generate innovative ideas to help the church reach & disciple those who don't know Jesus.
- **A Proven Leader** – You have been here before and know how to take Groups & Discipleship Ministries to the next level.
- **Partner for Improvement** – You don't settle for "good enough".
- **Problem Solver** – You live on the solution side of every issue and work to see those solutions implemented.

Desired Strengths

STRATEGIC: You are able to sort through the clutter and find the best route; to see patterns where others simply see complexity.

RESPONSIBILITY: Takes psychological ownership over anything you commit to. Whether large or small, you feel bound to follow it through to completion and can be depended upon to get things done.

DEVELOPER: You see individuals for their potential. You look for ways to challenge them and help them grow. Signs of growth and of potential being realized gives you energy.

ACTIVATOR: You cannot not act. You make a decision, take action, look at the result and learn. This learning informs the next action. You believe you cannot grow without taking the next step.

Groups & Discipleship Director Role Description

Position:	Groups & Discipleship Director
Department:	Next Steps
Reports to:	Executive Director of Next Steps

The Groups & Discipleship Director will serve to:

- Lead **Small Groups Ministries at Orchard Church** to exemplify leadership development and multiplication as we connect people in caring communities through Small Groups.
- Work closely with the Executive Director of Next Steps to ensure Small Groups and Growth Track Ministries play an effective role in Helping People Find and Follow Jesus as part of our Discipleship Pathway.
- Identify, recruit and develop effective Small Group Coaches that consistently identify, recruit and develop effective Small Group Hosts (Leaders).
- Continue to develop a culture of outreach within our Small Groups Ministry, where Small Groups are the primary vehicle to lead and execute outreach opportunities.

- Lead **Growth Track**: Identify, recruit and develop effective Growth Track Coaches that consistently identify, recruit and develop effective Growth Track Guides (Leaders) who help those new to faith connect in biblical community within our church.
 - Implement an integrated strategy across all ministries for Growth Track so everyone is participating in community and discipleship, whether on a serving team or a Small Group.
 - Develop standardized processes and procedures for replication across multiple locations/campuses.
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- Work closely with the Executive Director of Next Steps to develop and manage a budget to fund Small Group & Growth Track Ministry strategies.

Prerequisites

The Groups & Discipleship Director must:

- Have a demonstrable track record of leading and developing other leaders.
- Be caring and fulfilled by seeing other leaders (Coaches, Hosts) grow into their potential.
- Be driven, personable, mission-focused and able to think strategically, innovate, and build leadership structure in each area of ministry responsibility.
- Be in agreement with the Orchard Church Belief Statement.
- Be in agreement with and support the Orchard Church Mission of “People Helping People Find and Follow Jesus.”
- Be in agreement with and exemplify our Staff Team Values. (O.R.C.H.A.R.D. - Organized, Reliable, Chemistry, Health, Accountable, Reproducible, Driven)
- Be a team player that supports the overall vision of Orchard Church with time, talent, and treasure (tithe).
- Be willing to take on other duties from time to time, within reason, as the need arises.

THE SEARCH AND SELECTION PROCESS

We are committed to a process that represents equal opportunity employment and does not discriminate in any way based on gender, race, age, color, national origin, veteran status, or disability. However, candidates will be evaluated based on Orchard Church’s theological beliefs and religious practices.

The selection process may include, but is not limited to:

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| • Resume review | • In-person visit / interview |
| • Video conference interest conversation | • Reference checks |
| • Employment Application | • Criminal background check |
| • Skills, personality, and strengths testing | • Offer submission and acceptance |
| • Questionnaire completion | |

We fully respect the need for confidentiality of information supplied by interested parties and assure them that their backgrounds and interests will not be discussed with anyone without prior consent, nor will reference contacts generally be made until mutual interest has been established.



This is a full time salary position with a range of \$40,000 to \$57,000, based on experience and qualifications. If a candidate brings additional skills that would allow an expanded job description, financial consideration will be made.

This position qualifies for licensure as a Minister.

Benefits in addition to base salary:

- Portion of salary can be designated as Housing Allowance which qualifies for special tax status
- Supplement of 10% will be added to base salary as a benefit allowance
- Paid Vacation based on tenure – minimum 2 weeks can be used after 6 months of employment
- Sick pay of 48 hours per year
- Phone allowance of \$50 per month
- Employer 403B matching funds of 3-5% based on tenure after the first year of employment
- Reimbursement for mileage driven in personal vehicle for ministry purposes
- Employer paid short term and long term disability insurance

To Apply:

Please forward a resume and cover letter to HR@Orchard.Church and Complete an [Orchard Employment Application](#).