

Pathways to Ministry Director

Location: Dallas, Texas

Reports to: Senior Pastor

Employment Type: Full-Time

Position Summary

The Director of the Pathways to Ministry Program provides visionary leadership, strategic development, and hands-on oversight of our church's residency program. This leader, alongside the senior pastor, is responsible for recruiting, developing, mentoring, and implementing emerging ministry leaders through a structured, spiritually formative, and mission-driven residency experience.

The Director will champion leadership development as a core part of our church's mission, ensuring residents are equipped theologically, spiritually, and practically for long-term ministry impact.

Key Responsibilities

Program Leadership & Strategy

- Provide vision, direction, and long-term strategy for the Pathways to Ministry Program.
- Design and oversee a comprehensive residency curriculum (theological formation, spiritual practices, leadership development, and ministry competencies).
- Establish measurable goals, evaluation tools, and continuous improvement processes.
- Develop annual program budgets and ensure responsible stewardship of resources.

Recruitment & Selection

- Lead recruitment efforts to attract diverse, high-capacity candidates aligned with the church's mission and values.
- Oversee application, interview, and selection processes with Pathways to Ministry Committee.
- Cultivate partnerships with seminaries, universities, and ministry networks.

Coaching & Development

- Provide direct mentoring, coaching, and spiritual oversight to residents.
- Coordinate ministry rotations and supervise resident ministry assignments.
- Facilitate regular feedback, performance evaluations, and development plans.
- Ensure residents receive holistic formation (character, calling, and competency).

Collaboration & Communication

- Partner with ministry department leaders to create meaningful learning environments.

- Serve as primary liaison between residents and church leadership.
- Provide regular reports to senior leadership on program effectiveness and outcomes.

Alumni & Placement

- Assist residents with vocational discernment and ministry placement.
- Maintain relationships with program alumni and track long-term impact.

Education, Experience, and Skills

- Master of Divinity (MDiv) or equivalent graduate theological degree required
- Strong background in biblical studies, theology, and pastoral ministry
- Formal training in ministerial formation, discipleship, or leadership development
- Experience engaging with or teaching curriculum in a church or academic setting
- Minimum 5+ years of ministry leadership experience (pastoral or equivalent)
- Demonstrated experience in mentoring, coaching, or training emerging leaders
- Experience designing or leading structured training, internship, or residency programs preferred
- Ordained minister in good standing
- Alignment with the church's vision and values