

# Director of Next Steps



## Overview

Grace Church is seeking a high-capacity leader that integrates vision, systems, and shepherding into a cohesive strategy that helps thousands of people take their next steps with Jesus. This role is responsible for aligning and leading the ministries that help people move beyond the weekend experience and into meaningful spiritual growth, connection, and mission. The Director of Next Steps oversees the strategies and teams for: **Spiritual Formation, Grace Groups, Global Missions, Local Outreach, Evangelism, and Follow Up.**



## The Big Idea

This is a leader of leaders that champions discipleship culture, removes barriers to engagement, and inspires people to move from attending, to belonging, to growing, to living on mission.



## Our Church

Grace Church has served Wooster and the surrounding communities for **85+ years**. Our history is marked by God's faithfulness and bold growth, including the Medina campus and an upcoming **\$17.5M expansion** to support future ministry.

**OUR VISION: ONE CHURCH. THOUSANDS OF LOCATIONS. A FEW CAMPUSES.**

Grace Church exists to live out the Great Commission and the Great Commandment, with a heartbeat for global missions, the next generation, relevant biblical teaching, and blessing our local communities. With nearly **6,000** who call Grace Church home, and an average weekly attendance of **2,500**, we continue to see lives transformed by the gospel of Jesus Christ.



## Ideal Candidate

### Key leadership traits identified:

- Emotionally Intelligent Shepherd/Leader
- Relational Connector
- Instills Trust
- Leader of Leaders
- Culture Multiplier
- Theological Clarity
- Skilled Communicator (written and verbal)
- Quality Decision-Making
- Outcome-Focused Leader
- Crucial Conversation Skills



## Qualifications

### Spiritual & Character Qualifications

- Demonstrates a mature and consistent walk with Jesus, marked by humility, teachability, and spiritual discernment.
- Evidences the qualifications for spiritual leadership found in 1 Timothy 3:1-7 and Titus 1:6-9.
- Exhibits a shepherd's heart-compassionate, prayerful, and committed to the spiritual growth of others.
- Prioritizes and cares well for family.

### Leadership & Organizational Qualifications

- Proven ability to carry out discipleship pathways and align multiple ministries toward unified outcomes.
- Experienced in leading and developing teams (staff and volunteer) across diverse ministry areas.
- Skilled in cross-departmental coordination, creating unity and alignment between weekend experience, teaching, groups, missions, and care.
- Able to define success, set goals, evaluate ministry effectiveness, and build systems that help people take clear next steps.

### Professional Skills

- Strong communication, planning, and relational skills.
- Ability to manage and integrate discipleship pathways and engagement systems.
- Experienced in building volunteer pipelines, developing leaders, and fostering unity across teams.

To express interest or begin a conversation about this role, contact:

Kim Hochstetler

✉ [info@graceforohio.org](mailto:info@graceforohio.org)

☎ 330-264-9459

 **grace** CHURCH 4599 Burbank Rd,  
Wooster, OH