

Director of Spiritual Integration & Discipleship

Job Description – May 2025



All employees of Hope Walks are expected to support and embody the following Core Values:

- **Striving for Excellence:** In all aspects of our work, we confidently pursue the highest quality of care and service for children, families and our stakeholders.
- **Working in Partnership:** We intentionally develop constructive, long-term relationships knowing that by working together, we maximize our impact.
- **Living with Integrity:** As Christ is our example, we act and speak with truth and consistency.
- **Serving with Compassion:** We are motivated to relieve suffering and offer hope with kindness and empathy.

This position requires the employee to be in agreement with the declarations of the Statement of Faith.

Position Title:	Director of Spiritual Integration and Discipleship
Location:	Hope Walks US Office or Remote
Reports to:	President
Supervises:	Provides technical supervision for Counseling Program Coordinators
Employment:	Full-time
Travel:	3-4 international trips per year (4-6 weeks per year)

SUMMARY

The Director of Spiritual Integration and Discipleship will lead and be responsible for the spiritual direction, leadership and discipleship of Hope Walks programs and staff. S/He will play a critical role in the development and discipleship of our global team while facilitating the coordination and standardization of our spiritual ministry and partnerships domestically and internationally to proclaim our hope in Christ throughout our program.

RESPONSIBILITIES

Provide senior leadership for Hope Walks' holistic spiritual ministry to build and integrate sustainable spiritual care practices into program operations.

Develop and implement initiatives, strategies and materials for effective spiritual counseling and family support of those we serve.

Oversee the vision and the role of the Parent Advisor to support, educate, and share the love and good news of Jesus Christ with families.

Collaborate with Counseling Program Coordinators to ensure effective evangelism, parent counseling, and church partnership strategies across Hope Walks' clubfoot programs.

Develop partnerships with national and international evangelical missions and church-planting organizations for effective evangelism, discipleship, Bible translation, and church planting so that God will be glorified through Hope Walks' ministry.

Create and implement a robust standard process for monitoring and evaluating spiritual ministry outcomes.

Develop tools and resources to disciple Hope Walks' staff, supporting their spiritual growth and personal relationship with the Lord.

Explore, implement, and support opportunities for research related to spiritual ministry impact.

Other Duties – Please note this position description is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities that are required of the staff member for this position. Duties, responsibilities and activities may change at any time with or without notice.

EDUCATION/EXPERIENCE REQUIREMENTS

Bachelor's degree required in biblical studies, theology, missiology, evangelism or pastoral studies.

Required language: English and preferably fluency in at least one other relevant language.

Personal faith in Christ and commitment to the mission of Hope Walks.

A minimum of five years experience in the integral Christian ministry.

Excellent written and verbal communication skills.

International or cross-cultural experience preferred.

Demonstrated leadership experience, skills and knowledge.

Prior supervisory background required.