



JOB DESCRIPTION:

Job Classification: Full Time, exempt

Community Groups Pastor

Compensation: TBD *based on experience*

Along with other ministry responsibilities, the **Community Groups Pastor** will have **four major ministry oversights**, including: Community Groups (CGs), Spiritual Formation/Leadership Development, general Pastoral Care, and overseeing various Team Members and their ministry areas.

OUTCOMES AND RESULTS – SUCCESS IN THIS POSITION WILL RESULT IN:

1. CGs are shepherded in such a way where shepherds are consistently cared for through personal interaction and discipleship, as well as consistent CG Shepherd training and structure, both from the CG Pastor, and through the CG Coaches, under the pastor's oversight. This will result in CG Shepherds growing in their ability to shepherd individuals in their groups, frequent group multiplication, intentional discipleship relationships, a zeal for evangelism and missions, and overall leadership development.
2. The church is cared for spiritually through various kinds of leadership development and spiritual formation classes, training, and personal discipleship. This includes teaching various classes, organizing and structuring various development processes and systems, identifying key leaders for their spiritual development, along with general care for the spiritual formation of the church, in partnership with the Associate Pastor.
3. Members feel cared for and loved through various Biblical guidance (counseling) and pastoral care efforts, to be included, but not limited to: marriage counseling, premarital counseling, guest follow-up, and fulfillment of general pastoral requests.
4. Various Staff Team members are led to be successful in their ministry areas, with encouragement and oversight of the CG Pastor.

MAJOR RESPONSIBILITIES AND ACTIVITIES:

1. Discipleship of CG Coaches, Shepherds and potential Shepherds through personal discipleship and CG Shepherd Training.
2. Curating CG curriculum and other helpful CG content.
3. Meeting with various covenant members, guests, and regular attenders, pastoring individuals based on their situations, stage of life, and various needs; helping everyone take their next step spiritually.
4. Overseeing various staff team members, helping them reach and accomplish their goals, while helping to shepherd them, keeping a close watch on their overall health and spiritual vibrancy.
5. Help lead The Well in various teaching capacities including classes, various equipping times, and other small group settings to help The Well grow in her health and maturity.
6. Disciple and develop key leaders within the church, helping them reproduce disciples and effectively serve the church.
7. Handle various tasks as needed that will aid the church and her growth (i.e. administrative tasks, pastoral care, events, etc.)

REQUIRED KNOWLEDGE, SKILLS, ABILITIES, AND QUALIFICATIONS:

1. Above all, has a personal affection for Jesus that is growing, sincere, and contagious.
2. A sincere love for ALL people far from God, and a deep desire / conviction to see them enter into the Family of God.
3. Believes deeply in the mission of God, the mission of the Church, and the mission and vision of The Well.
4. Works well with a team and desires to be a family first, before an organization.
5. 5+ years experience leading and developing people within an organization
6. 5+ years experience leading a Community Group
7. 5+ years experience developing and implementing strategic initiatives
8. 5+ years of pastoral experience
9. Ability to oversee various ministry leaders and staffers to help them operate at full capacity.
10. Ability to develop effective systems and processes for CGs in order to accomplish goals and mission of The Well.
11. Ability to “shepherd” in a way that is consistent with the call of a Pastor in Scripture.
12. Ability to disciple individuals and groups within the congregation, thereby reproducing leaders who in turn will make disciples.
13. Ability to recruit and develop relationships with those not connected to The Well, and get them plugged in to the life of the church.
14. Ability to coordinate & collaborate with Staff Team and volunteers at The Well to help maintain vibrant communication
15. Relationally and emotionally intelligent; leaves a “positive wake” and maintain a welcoming presence for all, living above reproach biblically and committed to solving conflict biblically
16. Ability to make oneself available and known to attenders and leaders within the church.

Position reports to Adam Watson (Associate Pastor)