



JOB DESCRIPTION

Job Title: Community Life Pastor
Reports to: Executive Director of Ministries
Position Status: Full-Time

Job Summary

The Community Life Pastor (CLD) will be the primary ministry leader who oversees several of Mercy's central discipleship ministries. This includes leading both the actual ministries and the individuals responsible for the ministry areas that fit into the "discipleship leg" of Mercy's structure to carry out the Church's vision, mission, and values. This role and other assigned responsibilities will be accomplished in the following categories: Oversight of Mercy's Discipleship Ministries, Staff Supervision & Shepherding, and Groups & Equip Ministries Direction.

Qualifications

- Must meet the requirements of an elder as outlined in 1 Timothy 3:2-7 and Titus 1:6-9
- Must have a minimum of 3 years of church leadership experience (5+ years preferred)
- Must have experience leading/managing 2+ ministries/departments at the same time
- Must have a strong theological foundation. A Bachelor's or Seminary degree is preferred but not required.
- Must possess strong leadership, organizational, and communication/teaching skills
- Must be passionate, caring, and approachable, and possess a pastoral heart for church ministry
- Must be evangelistic in ministry approach

Responsibilities

1. Oversight of Discipleship Ministries

The CLP will have an integral role in the strategic development, planning, and execution of all of Mercy's discipleship ministries. Under the leadership of the Lead Team, the CLP will be the primary overseer of Mercy's centralized discipleship ministry efforts, which today includes the following ministries: Community Groups, Mercy Equip, Kids Ministry, Student Ministry, Connections, and Member Care.

While several of these ministries are executed at the campus-specific level, there's a need for central oversight. Therefore, where appropriate, the CLP will work in tandem with the Campus leadership to ensure that the execution of these discipleship efforts is properly maintained and supported. Additionally, the CLP will work closely with the Lead Team to ensure that Mercy's discipleship strategy is consistent with the vision, mission, and values of Mercy.

2. Staff Supervision & Shepherding

As a key leader at Mercy, the CLP will have an integral role in the oversight of several staff. The CLP will be expected to care for, support, supervise, and develop these leaders and their prospective teams.

Because Mercy is a growing church and has plans for expansion of campuses in the next 5 years, the CLP will play a key role in the development of Mercy's central discipleship ministries including the recruitment, eventual oversight, and development of key future staff.

3. Groups & Equip Ministries Direction

As a primary leader overseeing Mercy's Community Groups & Equip ministries, the CLP will play an integral role in the overall health of these key discipleship ministries in our church. The CLP will oversee any staff who work with the Groups & Equip Ministries of Mercy and, in cooperation with the Lead Team, will establish a vision for these ministry areas to ensure that Mercy is leveraging the Community Groups and Equip Ministries to become a maturing, multiplying, and multicultural church. For reference to these areas where he will be expected to both lead and assist, we will use the PARTS acronym.

- **P-Placing people in Groups & Equip environments**

The CLP in cooperation with Mercy Campus Pastors and other Pastors/Directors, will be responsible for the development and execution of a connections strategy for connecting Mercy members and attenders into Community Groups and Equip Ministries

- **A-Assessing health of whole ministry and individual groups, classes, and events**

The CLP will be responsible for assessing the health of existing groups, classes, initiatives, and events and making corrections/adjustments as needed.

In addition to assessing health on at the micro-level, the CLP will be responsible for evaluating the overall effectiveness of how these ministries environments are collaborating with other ministries within the church (i.e. Kids Min, Preaching Min, College Min, Worship Min, etc) to ensure healthy cooperation and cohesion in all of Mercy's disciple-making efforts. He will be responsible to present strategic ways to create efficiency and effectiveness within the whole church as it relates to disciple-making efforts.



- **R-Recruiting new leaders**

The CLP will be responsible for creating and executing a growth strategy for group multiplication, group leader recruitment, and Equip ministry leader recruitment. In concert with the other appropriate Mercy leaders (i.e. Campus Pastors/Directors) and CLP will recruit, train, empower, and deploy new group leaders in strategic geographic areas around Mercy's ministry reach.

- **T-Training leaders**

The CLP will play a key role in the development and training of his staff, Community Group Leaders, Shepherd Leaders, Equip leaders, and other various leaders inside these pipelines. He should see equipping and empowering leaders as one of his primary roles both during weekend services and throughout the week.

- **S-Supporting leaders**

The CLP will provide support to Community Group Leaders, Equip Leaders, and all relevant staff. S/he will assist the Groups & Equip Pastor with the creation and distribution of Community Group curriculum and content.

The GEC will serve as a leader among leaders by shepherding both the Shepherd Leaders and the leaders of Community Groups. S/he will aid in the oversight of Community Group Shepherd Leaders to ensure that Community Groups are healthy and multiplying.

**Miscellaneous Responsibilities* – This job description is not meant to be an all-inclusive statement of every duty and responsibility that will be required of an employee in this position. Therefore, additional duties may be assigned and/or changed without advanced notice.