

# Director, Community Groups

Village Church believes that discipleship most effectively occurs in relational communities with an intentional leader and a reproducible model. We are looking for an experienced team member able to lead us through the next phase of our community group discipleship strategy and impact our nation for Jesus Christ.

## PRIMARY OBJECTIVE

The Pastor/Director of Community Groups is committed to develop, lead, and oversee the systems that ensure people are connected in recognized Village Church communities and moving towards maturity.

Reports to: Discipleship Pastor

## DEMONSTRATED QUALITIES/SKILLS

The Pastor/Director of Community Groups demonstrates these characteristics:

- Fulfills the duties required of Village Church members as outlined in the membership covenant
- Fulfills the character qualifications of an elder in 1 Tim 3
- Theologically and philosophically aligned with Village Church leadership
- Continual development in the form of personal reading and outside training
- Faithful in marriage and families as applicable
- A contagious passion for developing disciples through intentional communities
- Has a servant heart
- Theological training
- Experience in leading Community Groups, recruiting, inspiring, and coaching leaders. Experience in multi-site or larger church is preferred but not essential
- Excellence in writing quality, relevant group discussion questions from a weekly sermon
- Ability to adapt past training and experience into Village culture and needs
- Thrives in a rapidly changing environment and is able to adjust to changing job roles
- Professional level skills and experience in system organization
- Proven success at multi-tasking, time management, and prioritization

## RESPONSIBILITIES

- Strategize with Discipleship Pastor to implement three-year discipleship trajectory for Intentional Community Groups
- Develop weekly sermon-based community group discussion and study questions
- Produce a weekly community group video-based and written discussion guide
- Develop and maintain an accurate website presence/description of active groups and those with openings
- Create and initiate 3-4 effective community group on-ramps throughout the year across our sites and in consultation with Site Pastors

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- Coordinate effective interface between Alpha and Freedom Session groups, Intentional Community Groups, Missional Groups, and Village Triads
- Research/approve any outside curriculum used in Village Community groups
- Liaison with Pastor of Counseling in the implementation of recommended Village support or specialty groups
- Liaison with Site Pastors to identify and train Intentional Community and Missional Group leaders
- Establish and maintain quality control of Community Group experiences and training
- Ensure effective pastoral care through community groups and Site Pastors
- Liaison with local and global mission for missional opportunities
- Develop and implement a plan to monitor Community Group attendance, health, and missional focus
- Work with Village Site and Discipleship Pastors to practice strategic (in home) hospitality initiatives on Sunday mornings to welcome/assimilate those new to Village Church
- Takes ownership of inviting new people to serve on a regular (weekly) basis - and then teaching other volunteers how to do the same
- Committed to thanking at least one volunteer on a weekly basis
- Intentional in pursuing relationships with unchurched people

### KEY RESULTS

- Community Groups will become an obvious and understood “next step” connection point for new attenders of Village Church.
- We will have a clear and effective Village Community Group assimilation process communicated on-line and at our various on-site locations. The purposes and relationship of the different types of Village Communities (gospel, intentional, missional, triads, women’s, etc.) is clear. Site Pastors are inspired/empowered to assimilate people into Village Communities.
- Quality and creative sermon-based Community Group curriculum (written and video) are created and delivered weekly to community group leaders.
- Community Group leaders are recruited, trained, and inspired to evaluate the spiritual maturity of group members and teach them the disciplines of a mature follower of Jesus over a three year period
- Additional CG leadership training modules are created, captured, and catalogued in a Village Church online library
- We will witness a 50% of our weekly adult attendance participating in Village (traditional) Community Groups within 2 years and an overall participation of 70% of adult attendance in recognized Village Community (includes FS, Alpha, Triads)
- Effective systems to monitor Village Community attendance, health, wins and challenges are developed and maintained.

### WORK WEEK

- 40hrs/week