



**Position Title:** Groups Director (Full Time - 40 hours per week)

**Position Description:** The Groups Director will provide leadership, oversight, vision, and direction for the Groups Ministry that aligns with the Vision and Mission of theCHURCH. This position will be a team builder—discovering, developing, and deploying new leaders, as well as providing support to the current leaders within the ministry. This role requires flexibility, including occasional evenings and weekends for leader gatherings, training, and churchwide events. Some seasons may require increased hours, especially during group launches or ministry initiatives.

**Reports to:** The Groups Director will report directly to the Discipleship Pastor and will be responsible and submissive to the Directional Team, Lead Team, and Integrity Team at theCHURCH.

**Areas of Responsibility:**

- **Vision, Direction, and Oversight**
  - Identify and pursue achievable yearly goals/objectives for the Groups Ministry (Home Groups, Mens, Womens, and Young Adults)
  - Develop and maintain a yearly goal based budget for the Groups Ministry.
  - Develop a 3-5 year strategic and visionary growth plan for the Groups Ministry.
  - Develop and oversee a clear leadership pipeline for Groups Ministry (participant → apprentice → leader → multiplier)
  - Identify, equip, and oversee a leadership support team for the Groups Ministry.
  - Evaluate Groups Ministry effectiveness:
    - Percentage of weekend attenders connected to a group
    - Leader retention and leader multiplication rates
    - Group health indicators (attendance consistency, participation, multiplication readiness)
    - Timely onboarding and placement of new group participants

- Alignment of Groups Ministry with churchwide discipleship goals
  - Provide ongoing pastoral care, encouragement, and spiritual support for Group Leaders and Coaches.
  - Assist with other tasks as needed.
- **Team Building and Volunteer Recruitment.** *Develop and lead teams that:*
  - Manage and maintain all Group Workflows in Planning Center People ensuring a smooth and quick placement process for anyone interested in joining a group
  - Manage and maintain Planning Center Groups:
  - Manage and Maintain Groups related pages on the App and Website.
  - Manage ministry promotion and event planning.
  - Assist with other various administrative tasks as needed

#### **Education and Experience:**

- Partner level Leadership Opportunity
- Must align with the Mission, Vision, DNA, and Essential beliefs of theCHURCH
- Must be a disciple of Jesus Christ and a Covenant Partner with theCHURCH
- Must be submissive to the leadership of theCHURCH
- Prior experience in innovative servant leadership
- Prior experience in building and leading teams of teams
- Prefer at least 3 years of Group Leadership experience

#### **Important Skills/Personal Traits:**

- Strong calling, character, commitment, and competency (C4)
- Strong leadership development and coaching skills
- Strong administrative and organizational skills
- Strong relational and communication skills
- Strong conflict resolution skills
- Able to build a strong team working toward a common vision in unity
- Assertive and driven for successful ministry
- A team player with the ability to innovate
- Clear passion and desire for discipleship
- Expertise in leadership development, group facilitation and multiplication
- Able to articulate a clear vision for the future of our Groups Ministry
- Demonstrates humility, teachability, and joy in collaboration within a team-based church culture