



Join Our Team: Groups Pastor

POSITION OVERVIEW

The Groups Pastor is the primary shepherd and strategist for VLC's adult small group ministry, overseeing men's, women's, couples, young adults, and both short-term and ongoing groups. Small groups are central to how VLC disciples and cares for one another—they are where relationships deepen, people learn to be open and authentic, burdens are shared, Scripture is studied, and spiritual maturity is cultivated.

Healthy groups create a community where believers are formed in Christ and where those far from God can encounter genuine belonging. The primary win for this role is to multiply leaders and groups so that disciple-making expands and the lost are reached.

This position reports to the Elder Team.

KEY RESPONSIBILITIES

1. Vision & Missional Alignment

- **Champion Missional Vision:** Proactively communicate the "why" behind Community Groups, ensuring they remain outward-facing and mission-focused.

2. Leadership Development & Care

- **Pipeline Management:** Identify, recruit, and develop Community Group apprentices through our structured leadership training pipeline.
- **Leader Rhythms:** Design and implement consistent training cycles that nurture leaders in vision-casting, shepherding, and spiritual growth.
- **Volunteer Wellness:** Proactively monitor leader health to prevent burnout.

3. Systems & Administration

- **Database Management:** Oversee the Community Groups database. Ensure data integrity to support group health, group multiplication, leader tracking, and the identification of gaps where we need new groups.
- **Process Improvement:** Continuously evaluate the need for optimizing the tools we use to measure group health and attendance.

4. Curriculum & Resource Development

- **Content Curation:** Evaluate the theological and practical needs of the congregation to recommend or create custom group studies.
- **Training Resources:** Develop specialized training materials for leaders regarding their theological responsibilities and pastoral care duties.

QUALIFICATIONS

1. Core Competencies & Skills

a. **Relational Excellence:**

- i. High-level interpersonal skills with the ability to communicate clearly and persuasively across various media (verbal, written, and digital).
- ii. A heart for pastoral care that notices when people are struggling or disengaged, and provides appropriate follow-up
- iii. Naturally builds trust and a sense of belonging.

b. **Biblical Knowledge:** Solid scriptural and doctrinal understanding with the ability to explain complex passages and connect biblical truth to everyday life.

c. **Teaching Ability:** Experienced facilitator and leader with skill at training others in those disciplines.

d. **Collaborative Resilience:** Thrives in a team environment of "strong personalities." Demonstrates the confidence to propose and defend a position while remaining open to give and receive constructive feedback.

e. **Technical Proficiency:** High level of comfort with digital productivity tools, specifically Google Workspace (Docs, Sheets, Forms), database management/CRM navigation, and team communication platforms (Slack, Email).

2. Experience & Education

- **Proven Leadership:** Minimum of 7 years of vocational church leadership experience, including a sustained track record of leading small group structures or community-based ministries for the majority of that time.
- **Educational Foundation:** Bachelor's degree required; a Master of Divinity or equivalent Seminary degree is preferred.

CORE COMPETENCIES

Competency	What It Means	Key Behaviors / Evidence
Spiritual Maturity & Character	Gospel-centered, prayerful, emotionally grounded, and faithful in private life.	Speaks naturally about Jesus; consistent integrity; exhibits humility and emotional balance.
Leadership & Vision	Able to build teams, disciple others, and cast a clear ministry vision.	Describes how they've disciplined students; empowers others to lead; communicates vision that inspires participation.
Relational Connection	Magnetic, genuine, and approachable; connects with both students and parents.	Stories of building trust quickly; maintains healthy parent relationships; unites diverse groups.
Communication & Teaching	Engages Scripture faithfully and communicates truth with clarity and relevance.	Can teach beyond surface inspiration; invites discussion and real application.
Collaboration & Feedback Orientation	Welcomes feedback, partners with elders and parents, and communicates openly.	Describes positive experiences receiving correction; collaborates without defensiveness.
Cultural Awareness & Initiative	Understands youth culture, current challenges, and how to bring the gospel into them.	Demonstrates curiosity; researches issues students face; shows adaptability.

HOW TO APPLY

Turn in a resume and a cover letter introducing yourself, or, in lieu of a cover letter, a short, unedited video, by email to stephanie.thames@victorylife.net.

ABOUT OUR CHURCH

Denomination

We are a Southern Baptist, Elder-led, and congregationally governed church. We believe this allows for Elders to lead by the persuasion of their service and teaching, so long as it is aimed at caring for the souls of the Church (Hebrews 13:17).

Average Attendance

We average about 600 total each Sunday across two worship services.

Our Story

For more than twenty years, Victory Life Church has been a place where families gather to worship, grow, and serve. Over those years, we've seen lives changed through worship, discipleship, sports outreach, and missions—both locally and around the world.

As Lubbock continues to grow, our worship center is full on Sundays, and our children's building is overflowing with young families. God has blessed us with additional land, and we believe He is inviting us to prepare for the next chapter by expanding our facilities for future ministry and greater outreach.

Mission & Vision

We believe God is calling our church to be a launching ground for worship, discipleship, mission, and transformation. Here is what we see:

- **A Worshipping People:** We see a congregation gathered in worship—hands lifted, voices raised—not in fear, but in joyful defiance of the rulers and powers that stand against our God. We worship the Father through His Son Jesus Christ, who saved us by His grace in the power of the Spirit. “For God has not given us a spirit of fear, but of power, love, and self-control.” 2 Timothy 1:7
- **A Relational Discipleship Community:** We see a community marked by relational discipleship, where biblical fellowship thrives and multiplies—anchored in Scripture, faith, confession, obedience, humility, and love. This is a church where no one walks alone, and everyone is challenged to grow in Christ. “Let the word of Christ dwell in you richly... with thankfulness in your hearts to God.” Colossians 3:16
- **A Kingdom Marketplace:** We see a vibrant marketplace on this property that honors Christ seven days a week—a place where work, worship, and mission intersect. Our chief export is not products, but people: disciples of every vocation sent to all the nations, and especially to Lubbock. “Whatever you do, in word or deed, do everything in the name of the Lord Jesus...” Colossians 3:17
- **A Sending Church:** We see a sending church—where men and women are set apart by God and launched into places near and far where Christ has not yet been preached. We imagine His light shining so brightly here that the next generation is compelled to step into the darkness with

boldness and faith. “Share in suffering for the gospel... who saved us and called us to a holy calling.” 2 Timothy 1:8–9

Location

Lubbock, Texas, is the home of Buddy Holly and the Texas Tech Red Raiders. VLC is located in the center of South Lubbock, in one of the city's fastest-growing areas, thanks to good schools and a new Highway currently under construction immediately south of our campus.

OUR CULTURE

Staff Values & Team DNA

We value the grace of Jesus, the power of the Holy Spirit, and the beauty and authority of God's Word. Our staff is hard-working and driven—we move fast, collaborate closely, and pursue excellence because we believe the mission deserves our best.

We also laugh. A lot. Joy and humor are part of our team DNA. Most of us love coffee, our unofficial corporate spiritual gift is sarcasm, and there's usually someone cracking a joke in the hallway. We take the mission seriously, but we don't take *ourselves* too seriously.

We're committed to honesty, courage, and celebration. We have the hard conversations when needed, and we cheer loudly when someone wins.

What It's Like to Serve on Our Team

We work Monday–Thursday, 8:30–5:00, with Wednesday night ministry during the school year and a half-day commitment on Sundays.

We function as a “team of teams”—leaning on one another's gifts, collaborating freely, laughing often, owning mistakes, extending forgiveness, and genuinely enjoying ministry together.

Spiritual & Lifestyle Expectations

We expect every staff member to live as a testimony of Jesus in our community—to know their neighbors, invite friends to worship, build relationships with unbelievers, and live out the gospel with joy and integrity.

We also want our staff to enjoy life and family. We offer generous time off and 10 paid holidays because rest is holy, laughter is medicine, and joy is part of following Jesus.

Rejoice always!