**Logo

Description automatically generatedCommunity Life Pastor**

**Accountable to:** Lead Pastor

* Serves on a yearly basis at the recommendation of the Lead Pastor

**Direct Report**: Executive Pastor

* Serves on the Leadership Team level with direct oversite over campusing and community life support staff.
* Receives a bi-yearly review with the Lead and Executive Pastors.
* Receives ongoing coaching from the Lead and Executive Pastors as needed.

**Status:** Full-time with benefits

**Purpose**

Ensures execution of a spiritual formation strategy to fulfill the mission and vision of All Shores. Drives aspects of community life, specifically around discipleship and groups while helping initiate pathways for engagement and assimilation. This role also serves on the teaching team.

**Overall Staff Expectations**

* It is expected that the employee be a regular part of the community of All Shores. There is an understanding on the employee’s part that they be invested in All Shores spiritually, relationally, emotionally, physically, and financially, which includes involvement in the lives of people and ministries of All Shores. The desire would be for the employee to be in process of pursuing or transferring church membership if they are not a member already.
* Continually seeks to help fulfill the mission, vision and core values of All Shores and the staff.
* Is a regular part of staff and leadership meetings, staff chapels and strategic planning sessions.
* Maintains regularly scheduled hours as agreed upon with the Executive Pastor.
* Performs other duties as requested by the Lead Pastor or Executive Pastor.

**Key Attributes**

* + Clear testimony of faith in Jesus Christ.
  + A primary expectation is to serve as an “equipper” and to coach to others, demonstrating strong leadership gifts, qualities, and abilities,
  + Minimum of a bachelor’s degree expected; willingness to pursue ordination in the Wesleyan Church if currently not ordained in the denomination.
  + Minimum of 2 years’ ministry experience, preferred in group/discipleship ministries.
  + The passion to work hard (commitment to excellence and personal responsibility) as well as to play hard.
  + Has regular rhythms and goals to stay healthy in personal life.
  + Heart for personal growth (abiding) and evangelism (conversion culture).
  + Works well in a collaborative/team driven environment-departmentally and staff wide.
  + Ability to work in a fast-paced environment with composure, professionalism, and flexibility.

**Gifts and Traits expected for this role**

* Leadership and ability to cast vision well.
* Commitment to discipleship/spiritual growth models with the ability to develop and implement clear, effective and meaningful spiritual formation approaches.
* Strong communicator individually and corporately.
* Organized, creative, and innovative in ministry approach, especially around building multiplying models of spiritual growth.
* Relational, outgoing, and can build and extend trust with others with a pastoral care mindset.
* Ability to train and lead others including:
  + Organization and management of leadership and volunteer teams
  + Gifted in equipping and leading others well.
  + Lead by serving others, delegating well, and exhibiting a strong sense of team.
* Ability to communicate with the congregation.
  + Comfortable in front of people (speak clearly and intentionally)

**Responsibilities**

* **Overall Community Life**
  + Lead Community Life Team which includes spiritual formation and groups; hospitality; Campus Pastor(s).
  + Help to drive overall vision and spiritual health/growth of the Spring Lake Campus and help direct the Campus Pastor(s) to do the same at their campus(es).
    - * An important focus will be on emotional health and missional living.
  + Along with the Lead Pastor, help drive and implement the campusing philosophy of All Shores and assist, inspire and collaborate with Campus Pastor(s).
  + A key responsibility will be regularly assisting with preaching.
* **Discipleship/Groups**
  + - **Develop, promote and drive a strategic and clear spiritual growth pathway**.
    - Implements, and measures personal and corporate spiritual growth objectives and programs-specifically resourcing and supporting people within the church body related to spiritual formation and abiding.
    - Provide leadership and coaching to enable the staff to engage in the vision for spiritual formation.
    - Drive a consistent spiritual pathway model from birth to adults (in conjunction with the Next Gen Pastor.)
    - **An important emphasis of the role will be to bring connection, leadership and influence to *younger families*.**
  + **Lead the charge for Groups**
  + Identify, recruit and train lay ministers and volunteers to serve as effective Group Leaders. A key emphasis is to personally invest in volunteers consistently- for development and training purposes and to help them develop how to create groups that connect and support each other.
    - Provide training materials and support to ensure the capability and growth of group leaders and other spiritual formation leaders, objectives and ministries.
  + Develops and implements a consistent, ongoing system for follow up, training and discipleship for new believers and educates and supports those being baptized (in conjunction with the Outreach Pastor).
  + **Assimilation**
  + Champion our guide into the family process along with other staff, providing a key emphasis and focus and plan around deeper engagement of members and regular attenders of All Shores.
    - Oversees “the Journey” curriculum of onboarding newer folks or a similar process along with supporting the membership process.
* **Other Duties**
  + Serves “on call” as scheduled.
  + Participates in worship services, care responsibilities and other duties assigned.

***IF YOU HAVE INTEREST IN THIS POSITON, PLEASE EMAIL YOUR RESUME TO..***

***Rachel McMaster at rachel.mcmaster@allshores.org***