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Job Title: Groups Community Pastor	Reports to: Pastor of Spiritual Formations
Department: Adult Ministry	Job Grade: Full-Time

Purpose:

To champion healthy, multiplying groups and redemptive communities at Riverside Church—equipping leaders, fostering authentic discipleship, and building opportunities to place intentional disciple-makers in relational spaces. To assist in assuring that all adult ministries at Riverside church are succeeding in their goals to meet needs and make disciples that love and live like Jesus.

Key Responsibilities

1. Life Groups Community Development (50%)

- Cast and implement a clear vision for group life that aligns with Riverside's mission and values.
- Oversee all adult Life Groups, ensuring leaders are equipped, supported, and resourced to succeed.
- Recruit, train, and coach group coaches and leaders through ongoing gatherings and development pathways.
- Build relationships with leaders to provide pastoral care, accountability, and encouragement.
- Oversee group curriculum and resources in collaboration with ministry leaders.
- Create systems for volunteer recruitment, training, and celebration.
- Integrate missional living opportunities into the group structure.
- Implement scalable strategies to grow and sustain healthy group ministry.
- Maintain and update Life Group metrics to track and verify fruitfulness of Life Group ministries.

2. Leadership Development & Equipping (10%)

- Champion a culture of disciple-making by developing and empowering coaches and leaders.
- Facilitate leadership trainings (e.g., Basecamp) that equips leaders to disciple others.
- Prioritize multiplying leaders over managing programs—leading through others.





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3. Adult Ministry At-Large (30%)

- Partner with the Pastor of Spiritual Formation to plan, execute, and evaluate adult discipleship ministries, including:
 - Discover (newcomer orientation)
 - Basecamp (discipleship foundations)
 - Cords (discipling relationships)
 - Life Groups, Men's Groups, Riverside 55+
- Spiritual Leadership Academy
- Baptism, Communion, Prayer Teams
- Support Ministries (e.g., GriefShare, Financial Peace)
- Missions Lead Team
- Assist with pastoral care opportunities such as pre-marriage counseling, benevolence, and visitation as needed.

4. Administration & Communication (10%)

- Partner with the Adult Ministry Admin to maintain clear communication and organization.
- Keep leaders informed and connected through consistent updates, digital tools, and social media.
- Collaborate across ministries to ensure alignment and synergy in group and recovery efforts.

Qualifications

- A clear, growing relationship with Jesus Christ; demonstrates spiritual maturity and the fruits of the Spirit.
- Bachelor's degree preferred; 3+ years of ministry leadership experience ideal.
- Strong communicator and relational leader with the ability to build and equip teams.
- Demonstrated ability to disciple others and multiply leaders.
- Collaborative and adaptable, with a heart for a multigenerational church.
- Passion for discipling young adults in a post-Christian culture.
- Agreement with Riverside Church's statement of faith, mission, and values.





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Spiritual Gifts/ Core Competencies

The ideal candidate may possess several of the following spiritual gifts and competencies:

- **Leadership:** Inspires, develops, and empowers others. Leads with integrity and vision.
- **Shepherding:** Cares deeply for people, offers biblical counsel, and fosters community.
- **Communication:** Clear, encouraging, and effective in both written and spoken form.
- **Working Genius:** Genius in Galvanizing and Enablement or Tenacity
- **Team Collaboration:** Works well within a team, values feedback, and contributes to a healthy staff culture.
- **Problem Solving:** Quick thinker under pressure; adapts with wisdom and discernment.
- **Commitment:** Demonstrates a growing relationship with Jesus, love for the Church, and passion for discipleship.

Expectations

- Live and lead in alignment with the mission and values of Riverside Church.
- Model a lifestyle of disciple-making—personally and within ministry leadership.
- Build and maintain strong relationships with staff, leaders, and the congregation.
- Lead by example with humility, excellence, and a servant's heart.

Summary

The Groups Community Pastor disciples the disciple-makers—equipping group leaders and coaches to shepherd others well, build authentic community, and cultivate spiritual growth

