

Director/Pastor of Community

Position Description

GENERAL DESCRIPTION

The ideal person for this role is a relational and strategic leader who builds healthy systems and cares deeply for people. This role leads the care and development of Gospel Community Coaches and Leaders, oversees new leader recruitment and training, gives direction to our Connections process, and works collaboratively in the areas of Formation and Missions in our church. This person will thrive in navigating pastoral complexity, developing leaders, and fostering a culture of spiritual formation and relational care across our church family.

Reports to: Executive Pastor

Last Updated: August 18, 2025

MAJOR AREAS OF RESPONSIBILITY

CARE & DEVELOPMENT FOR GC COACHES AND LEADERS

- ☐ Sustain a healthy plan for care, equipping, and empowerment of GC Leaders and Coaches
- ☐ Develop and/or delegate weekly Leader Discussion Guides and communication rhythms
- ☐ Collaborate with Coaches, Elders, and the Care & Counseling team to navigate challenging group dynamics or pastoral situations
- ☐ Ensure accountability and support through regular care rhythms for Coaches, Leaders, and GC members toward group health and leader sustainability
- ☐ Host and promote contexts for new GC Leader interest and development
- ☐ Recruit, invest in, and develop GC Coaches toward long-term leadership and alignment

CONNECTIONS & COMMUNITY FORMATION

- ☐ Lead the vision and execution for Community Connect—our class designed to introduce people to life in Gospel Communities
- ☐ Oversee people and processes for Connections, Sunday hospitality, and GC placement
- ☐ Support the Director of Formation & Missions in cross-team alignment and direction

TEAM LEADERSHIP & COLLABORATION

- ☐ Provide leadership and integrated work in the areas of Community, Formation, & Missions
- ☐ Collaborate through formation initiatives, pastoral strategy, and iterative teaching
- ☐ Contribute to Sunday rhythms, including service presence and class support as needed

REQUIREMENTS

- 7+ years of church ministry and directional leadership experience
- Deep alignment with Park Church's theological vision, values, and philosophy of ministry
- Strong communication skills (written, verbal, and relational)
- Ability to manage multiple projects, prioritize tasks, and lead with both vision and detail
- Pastoral wisdom, confidentiality, and maturity in navigating sensitive issues
- Technological proficiency in tools such as Google Docs, Gmail, Google Sheets, and Slack
- Warm, collaborative, and receptive to feedback
- Embodied leadership presence on Sundays and throughout the workweek

COMPENSATION/BENEFITS

- 40 hours/week
- Budgets for meals, books, counseling, and professional development
- Park Church Health Benefits Plan (90% covered by employer)
- Salary range: \$75,000—\$90,000