*Qualifications for employment at Watermark include having made a life commitment to Jesus Christ, agreement in writing with the Beliefs and Governance statements of Watermark, and having a work history and a lifestyle that are consistent with biblical principles. Must be an existing Member of Watermark or willing to become one.*

Job Title: Men’s Community Director FLSA Status: Exempt

Department: Community Team Reports to: Director of Married Community

**Position Summary:** Responsible for directing 70 to 90 community groups into maximum spiritual health. Responsibilities include equipping leaders and shepherds over those groups, being available to shepherd the groups and individual members as issues arise, recruiting, training, equipping, and discipling shepherds and community group leaders.

**Spiritual Gifts**:

* Leadership
* Discernment
* Encouragement
* Shepherding
* Teaching

**Position Responsibilities:**

* **Shepherd Leaders**
  + Intentionally and proactively schedule 10 meetings a week with shepherd/leader or group members.
  + Seek to cultivate a relationship with each shepherd/leader, serving as the primary staff contact for their community group.
  + Be available to meet individually with shepherd/leader as needed, based on group health and status.
  + Assist shepherds/leaders to evaluate group health and effectiveness through annual group assessments.
* **Recruit, Train & Equip Leaders**
  + Recruit leaders for various roles with the Community ministry, including community group shepherds, & leaders and community group launchers.
  + Hold regular leader meetings (ex. monthly shepherd’s huddle, quarterly training events) throughout the year to equip and develop each shepherd/leader in our community core values, leadership essentials, and in practical “real life” issues that may arise.
  + Train shepherds/leaders to both lead regular group assessments and evaluate group health and effectiveness.
  + Participate in resource development as needed.
* **Provide Pastoral Care**
  + Be available to minister to and serve each leader and group as issues arise.
  + Instill a pastoral mindset in each group as they seek to shepherd one another, reminding them that each member is a minister.
  + Provide pastoral care and biblical counsel to groups, in areas where they need direction or may feel ill-equipped.
  + Walk leaders and groups through the Watermark Care & Correction process as needed.
  + Be available on a cell phone after regular work on occasions that may require time-sensitive or urgent pastoral care.
* **Administrative**
  + Maintain group updates and keep detailed notes on each group in Rock.
  + Respond in a timely manner to all emails related to community from groups and shepherds.
  + Send weekly updates to campus shepherds/elders on group standouts.

**Essential Skills & Experience:**

* Conversant in Scripture
* Leading small groups
* Conflict resolution
* Organization
* Communication
* Flexibility and adaptability

**Markers of an Ideal Candidate:**

* Lover of people
* High capacity
* Patience (with people, progress, and process)
* Models 6 core values personally
* Flexible
* Independent/Responsible under loose structure