



Watermark en Español Care & Community Director Job Overview

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: Watermark en Español Care & Community Director

FLSA STATUS: Exempt

DEPARTMENT: Watermark en Español

TIME REQUIREMENTS: Full-time; in-office

REPORTS TO: Watermark en Español Operations Director

CLASSIFICATION: Ministerial

VISION: Abiding in Jesus, we are making disciples together.

POSITION SUMMARY: Responsible for shepherding and developing community groups, helping form and launch new community groups, and providing leadership and support to ensure alignment with the church's values and vision, while fostering spiritual growth within the Spanish-speaking community.

POSITION RESPONSIBILITIES:

- Shepherding and Pastoral Care
 - a. Provide pastoral care and support to community group leaders, shepherds, and individual members
 - b. Cultivate meaningful relationships with leaders, ensuring proactive care and offering biblical counsel as needed
 - c. Facilitate group health assessments and address any pastoral care needs that arise, including providing after-hours support when necessary
 - d. Instill a pastoral mindset within community groups to help them care for one another and grow spiritually in a healthy, supportive environment
- Leadership Development
 - a. Equip, recruit, and train new leaders and shepherds for community groups, including providing ongoing training and development opportunities
 - b. Lead regular meetings and events to form and launch new community groups
 - c. Empower shepherds & leaders to live out the community core values, equip on leadership essentials, and teach practical care for those in community groups they are shepherding
- Serve on the Watermark Español team that provides overall leadership to the Watermark Español ministry
- Participate in general Watermark staff-required activities (expense reporting, Staff on Call, staff meetings, retreats, Christmas Eve, Easter, other “all hands on deck” events, etc.)

ROLE QUALIFICATIONS:

- Commitment to the vision and 10 markers of Watermark Community Church
- Commitment to Watermark’s staff values: Dependent, Unified, Excellent, and Fun (DUEF)
- Demonstrates a genuine love for people and a deep care for spiritual development
- Bilingual in English and Spanish with a passion for serving Spanish-speaking communities
- Has a high capacity for leadership and multitasking in dynamic environments
- Able to work independently, taking initiative under a broad structure

All employees' job descriptions are subject to change from time to time at the sole discretion of management.