



# Men's 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:** Men's Community Director

**DEPARTMENT:** Community

**REPORTS TO:** Director of Men's Community

**FLSA STATUS:** Exempt

**TIME REQUIREMENTS:** Full-time; in-office

**CLASSIFICATION:** Ministerial Role

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

**POSITION SUMMARY:** Responsible for overseeing 45-55 men's community groups in their pursuit of living out the vision and 10 markers of Watermark Community Church.

## POSITION RESPONSIBILITIES:

- Community Director
  - a. Conduct 10+ weekly meetings with shepherds, leaders, and group members to foster relationships, care and support for members
  - b. Serve as the primary staff liaison for community groups by cultivating strong relationships with shepherds and leaders
  - c. Partner with shepherds and leaders to provide ongoing care tailored to each group's unique needs
  - d. Lead annual group assessments to encourage discipleship and deepen relational connections
  - e. Provide biblical counsel and care for community groups and individual members
  - f. Remain accessible by phone for occasional after-hours, time-sensitive care support as needed
  - g. Recruit and develop shepherds for community groups
  - h. Host regular gatherings to equip and encourage shepherds
  - i. Contribute to community resource development
  - j. Maintain up-to-date notes for groups in church data management system
  - k. Respond promptly to all community-related emails from groups and shepherds
- General
  - a. Engage with Sunday newcomers for intentional follow-up (6-8x yearly)
  - b. 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)
- Minimum 3 years experience in pastoral counseling, biblical counseling, or related ministry context
- Demonstrated ability and called to counsel using biblical framework
- Hold a deep understanding of Scripture and how to apply it in both one-on-one and small group settings
- Ability to adapt to changing circumstances with grace, patience, and positivity
- Proven ability to operate effectively within a loose structure; taking initiative and ownership of tasks
- Preferred Education: Bachelor's degree in biblical studies, pastoral ministry, or related field, or pursuing formal training in biblical counseling

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