



Job Description

Groups Minister

'Who Are We? Our VISION:

"Thirsty Souls Restored, Lives Changed, Joyful People worshiping Jesus Christ"

Since the dawn of time, in every community around the world and regardless of culture, the watering well has been a source of life. The well is where individuals and families would come to draw water for every need of their life (watering, cooking, cleaning, working). The watering well, by design, then became the center of the community since people gathered there daily for work, for fellowship, information, and for sustenance. We believe that restoring thirsty souls begins with our love and affection towards God. Then, as we fall more deeply in love with Him, His love begins to overflow from our hearts allowing us to love and care for others. **Our aim is to LOVE WELL, joining God on his mission to flood cities with living water.**

What type of servant-leader staff member are we looking for?

- Unswerving in their decision to place trust in the good news of Jesus Christ
- Committed to abiding with Christ daily
- Dedicated about caring deeply for others
- Devoted to living authentically
- Steadfast to engage the world missionally

And some other things we're looking for...

- We're all about family – are you willing to dive into the joy of relationships with us?
- We laugh – can you laugh at yourself and others?
- We work hard – God calls us to join Him in rescuing people, defeating evil and restoring creation.
- We play hard - we enjoy time together in non "work" settings.

Our hope is that *people* will always come before the *process*. It is our love and affection towards God that fuels our life to love and care for others. We trust this description will help you decide if linking arms with our staff is God's call on your life, as we aim to foster a culture that pursues loving God and sharing His love with others.

Job Title: Groups Minister

Department: Operations Team

Reports to: Operations Pastor

Full Time: 40 Hrs per Week, Exempt

Position Summary:

The Groups Minister is responsible for driving the growth, health, and multiplication of Community Groups at The Well Community Church. This role exists to increase group capacity, develop leaders, and expand participation in biblical community.

This position will implement and strengthen The Well's established Community Group systems, executing a clear strategy for sustainable multiplication. The Groups Minister will build upon the existing framework by recruiting, training, and developing leaders while reinforcing and refining the processes that support ongoing expansion.

A central responsibility of this role is equipping group leaders through structured training, ongoing development, and consistent ministry alignment within the church's defined vision and systems.

Duties & Responsibilities:

Group Growth & Multiplication

- Develop and execute a clear multiplication strategy to increase total groups.
- Launch new groups consistently throughout the year.
- Identify healthy groups ready to multiply and guide the transition process.
- Monitor group size and health to prevent stagnation.
- Work toward established growth benchmarks and timelines set by church leadership.

Leader Recruitment & Development

- Recruit new leaders from within existing groups and the broader church body.
- Establish and maintain a clear apprentice development process.
- Design and lead structured training environments for new and existing group leaders.
- Provide ongoing leadership development through coaching, skill-building, and ministry alignment.
- Strengthen leader competency in facilitation, discipleship, multiplication readiness, and group health.
- Identify leadership gaps and proactively develop solutions to strengthen the overall leadership base.
- Work in collaboration with Deacons to ensure leadership care and accountability structures remain strong.

Strategic Systems & Metrics

- Design and refine systems that support sustainable group growth.
- Track measurable data related to group engagement, leader development, and multiplication readiness.
- Develop clear onboarding pathways from Sunday attendance into groups.
- Provide regular progress reporting to the Operations Pastor and church leadership.
- Evaluate ministry effectiveness and adjust strategy as needed to support continued expansion.

Assimilation & Engagement

- Ensure first-time guests and regular attenders have clear, simple next steps into groups.
- Partner with the Connections Team to increase engagement in Community Groups.
- Identify and remove barriers within the group connection process.

Collaboration

- Work closely with the Operations Team and pastoral staff to ensure alignment with overall church mission and vision.
- Maintain visible and relational presence on Sundays to connect with potential group members and leaders.

Essential Experience, Skills and Attributes:

- Demonstrated results in growing and multiplying small groups in a church setting.
- Proven ability to recruit, train, and develop volunteer leaders.
- Demonstrated experience building systems that support scalable ministry growth.
- Strong strategic thinker with measurable execution experience.
- Ability to build sustainable processes while prioritizing people over programs.
- Clear and confident communicator in leadership training environments.
- Comfortable operating with defined growth goals and accountability.
- Strong relational presence combined with operational clarity.
- Alignment with The Well's statement of faith and ministry philosophy.
- Self-motivated and capable of leading ministry initiatives with minimal supervision.

Preferred but not Required:

- Formal theological education or ministry training.
- Prior full-time church staff experience.
- Experience working with CCB or similar church management systems.

This is a full-time position. Sunday presence is required to support leader engagement and group connection efforts. Some evening hours are expected for leader development, training, and group launches.

Salary is competitive and commensurate with experience. Benefits include health insurance with HSA and paid time off.

The ideal candidate is someone who loves God, is in relationship with Him, loves the local church and The Well, and has a deep passion for developing leaders and building healthy biblical community. This person desires to use their gifts and leadership abilities to strengthen Community Groups and further the ministry of The Well and His kingdom.

Interested parties should send their resume to kathy@thewellargyle.com

Well and His kingdom.

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