



POSITION:

PASTOR OF SHEPHERDING & COMMUNITY GROUPS

Status: Full-time, Exempt

Reports to: Senior Pastor

ABOUT US

McLean Presbyterian exists to glorify and enjoy God by making disciples who make a difference through grace-filled worship, community, and missions.

Our aim is to make disciples through three ministry areas: worship, community, and missions. While activity in each area does not equal discipleship, we are confident that these are the contexts needed for deep spiritual growth. In these contexts, we navigate the nuances of life in Christ together, and that's how we make disciples.

POSITION SUMMARY

The Pastor of Shepherding & Community Groups supports and equips our elders in shepherding and oversees and expands our Community Group (CG) ministry, equipping CG leaders and connecting church members to authentic, vulnerable, and tenacious community. He is also the lead pastoral counselor at the church, working in conjunction with our Care Ministry staff to react to congregational counseling needs.

ROLES AND RESPONSIBILITIES

I. Support and Equip Elders in Shepherding

- Inspire deeper and more holistic shepherding work by our elders
 - Collaborate with Care and Formation staff to equip elders and others with tools for effective shepherding
 - Serve as pastoral representative on the Session's Care Committee
- Strengthen connections between Shepherding, Community Groups, and Care Ministry
- Work with Ministry Support staff to coordinate shepherding assignments and track execution of shepherding contacts as members join and leave the church and as they join and leave CG's (our main strategy for shepherding)
- Weekly pastoral review of Flock Notes

II. Oversee the Community Group ministry

- Supervise the Assistant Director of Community and staff CG Coordinator(s) as well as provide staff oversight to lay CG Coordinator(s)
- In conjunction with the Assistant Director of Community and/or CG coordinator(s), set the vision and goals for the CG ministry. Develop strategies to help achieve these goals and bring the vision to life
- Expand the number of CG's and increase their depth and health
- Develop regular "on ramps" for new and existing members of the church to connect with and join CGs
- Develop pathways to develop new CG leaders

Equip and Train CG Leaders

- Help train, equip, and manage CG coordinator(s), both lay and staff, to support CG leaders
- Work with Care Ministries, other pastors, and the CG leadership to expand the resources and training opportunities available to CG leaders
- Create regular CG leader touchpoints for mutual support
- Manage content for the monthly CG newsletter. Manage and develop content for other needed CG leader resources
- Partner with elders in caring for leaders and groups; funnel needs to staff and elders as needed
- Review weekly CG sermon questions (drafted by pastoral intern)

III. Counseling & Visitation

- Supervise the Director of Care
- Serve as primary pastor for requests for pastoral counseling
 - Meet, assess, and either continue to counsel or refer to Director of Care as appropriate
 - Work in conjunction with Care Ministry staff to determine best approaches to pastoral counseling needs
- Serve as primary pastor for home, hospital, and nursing home visitation
 - Coordinate and collaborate with Elders and Stephen Ministers to ensure robust visitation ministry
 - Coordinate visitation by other pastors as necessary
- Participate in marriage crisis support
- Oversee Senior Saints Ministry
- Oversee Men's Sexual Addiction Support Group

IV. Other Pastoral Duties

- Preach as requested by Senior Pastor – approx. 6-10 times annually
- Lead worship liturgy and perform sacraments regularly
- Teach one session of Sunday morning Discovering Grace (new members class) – approx. 4-5 times annually
- Disciple members of the congregation as God enables
- Teach ACE (Adult Christian Education) as able and requested
- Other pastoral duties as assigned and providentially available

POSITION REQUIREMENTS

- **Spiritually mature follower of Christ:**
 - A sinner saved by grace; vibrant, growing, spirit-empowered relationship with God through Jesus Christ
 - Exemplary life as delineated in 1 Timothy 3 and Titus 1
 - Passionate about the vision and grace-driven philosophy of MPC
 - **Shepherd-hearted, relational servant leader:**
 - Drawn toward people, attentive to spiritual and emotional needs, eager to walk patiently with others in faith and suffering.
 - Warm and trustworthy; models the fruit of the Spirit and embodies both tenderness and truth.
 - Servant leader who equips others rather than centralizes ministry around himself.
 - **Temperamentally suited to role:**
 - Emotionally intelligent and self-aware: able to navigate complex relational and organizational dynamics with calm discernment.
 - Collaborative: works with team members, both in and across departments; builds consensus and involves everyone in decision making
 - Resilient under pressure: able to manage competing priorities and confidential pastoral issues with discretion and steadiness.
 - Prayerful and dependent: prioritizing communion with God as the source of ministry fruitfulness.
 - Organizationally strong: thinks systemically about ministry health, integration, and alignment to the church's strategic plan; comfortable supervising staff, managing budgets, and stewarding processes; handles administrative detail with follow-through and integrity.
 - **Ordained or ordainable in the Presbyterian Church in America**
 - Agreement with and excitement about the basic principles of Reformed theology as expressed in the Westminster Standards.
 - Writes and speaks with clarity, theological depth, and pastoral sensitivity.
 - **Counseling degree or significant counseling experience**
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WHAT "SUCCESS" WILL LOOK LIKE IN YEAR 1

While there is no exact "metric," the following would count as a successful first year:

- Connected with and integrated well into the pastoral team
- Developed a comprehensive understanding of connections between Shepherding, CGs, and Care Ministry staff
 - Works as a well-functioning team with Care Ministry staff
- Congregation begins to look to this pastor as a valued resource when needing to discuss difficult personal situations

- Understands CG model, current strengths and weaknesses of the ministry, and has developed a plan to grow and further develop CG ministry
 - CG leaders begin to be better trained and equipped
 - Developed plans to better train, equip, and inspire Elders to shepherd the congregation (implementation likely would mainly be in year 2 and following)
 - Strengthened execution of processes that support shepherding (esp. timely work with Ministry Support staff re: shepherding assignments)
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Interested applicants should submit the following items to Bill Fullilove, the Executive Pastor, via email (bfullilove@mcleanpres.org) as attached documents. PDF file type is preferred.

1. Cover Letter
2. Resume