



Title: Grow Leader/Pastor (Spiritual Growth LeaderPastor/)

Department: Grow

Reporting Structure: Grow Director

Positions Supervised: Volunteer Life Group Leaders

FLSA Status: Exempt, Full-Time

Summary of Position

The Grow Pastor is responsible for spiritually developing, equipping leaders, and supporting life groups to help spiritually grow our church body. Life groups are the primary place where spiritual growth happens at Gateway. The Grow Pastor's role is to implement all pieces of our spiritual formation pathway.

Primary Responsibilities/Function

- Lead a women's Life Group
- Coach women's Life Group Leaders – Recruiting, equipping and supporting leaders who lead Life Groups with the goal of spiritually maturing people along the path from lost to leading. This role is to help disciples make disciples who make disciples
- Resources, Experiences, & Systems – Use the discipleship-based Life Group Model to implement transferable systems, resources, and experiences that can easily be passed from one discipleship generation to the next
- Execute women's gatherings created with Campus Pastor & Lead Grow Pastor on a monthly/bimonthly basis

Secondary Functions of this Role

- Lead a Turbo Life Group (5-8 people) as needed
- Influence others through vision casting, trainings, public speaking, and strategically organizing events of 12-75 people (leadership gatherings, retreat environments, break-out trainings, etc.)
- Work with the campus grow and connections teams to develop, implement, and support effective connections strategies (Sunday Morning Connections, Connect Groups, Gateway U classes, etc.)
- General pastoral staff functions, as needed: baptisms, pastor on call, pre-marital counseling, etc.

Desired Qualifications/Skills

- Successful track record of discipleship and spiritual multiplication of groups and leaders
- 5+ years leadership experience in a large organization
- 3+ years staff/volunteer leadership in a church
- 5+ years' experience growing in the understanding and practices of Small Group and Discipleship theology and theory
- Bachelor's degree or equivalent: Biblical or theological education preferred

Desired Strengths and Gifts

- Excellent interpersonal skills
- Strong written and oral communication skills
- Ability to cast vision
- Strategic thinking & implementation
- Leadership
- Ability to lead self and others in conflict resolution

Working Conditions and other information

- Sunday through Thursday schedule with added responsibilities for holidays and special events as assigned
- Required Tuesday morning attendance (alternating Life Group/All Staff meetings)
- Easter- all hands-on deck for Saturday/Sunday services and events
- Christmas- all hands-on deck for our Christmas services
(See Holiday Policy in the employee handbook for more information)
- Annual All Staff Retreat- Attend our two day All Staff Retreat. Dates are subject to change but typically fall on a Monday/Tuesday mid-May
- Superbull- all hands-on deck for Saturday/Sunday services during Superbull
- Attend all functions that we require of our Commissioned Core (i.e. Leadership Community, etc.)

Equal Employment Opportunity has been, and will continue to be, a fundamental principle at Gateway Church, where employment is based upon personal capabilities and qualifications without discrimination because of race, color, sex, age, national origin, disability, pregnancy or any other protected characteristic as established by law.

As a religious institution, it is important that all employees of Gateway Church practice the same beliefs of the church. We therefore reserve the right to exercise this bona fide occupational qualification (BFOQ) in determining which applicants are best suited for positions at our church.

This policy of Equal Employment Opportunity and the related BFOQ applies to all policies and procedures relating to recruitment and hiring, compensation, benefits, termination and all other terms and conditions of employment.