



ENDLESS GROWTH PASTOR

Position/Title: Endless Growth Pastor

Department: Pastoral team, Wellspring Church

Reports To: Lead Pastor

Hours: Full-Time salaried position (47 hours a week, unlimited PTO)

Compensation:

- Starting \$52,000 a year
- Christian Healthcare Ministries, HRA after 90 days
- Pension with Converge after 1 year

General Description

The mission of Wellspring is built on the mission given by Jesus to his followers in Matthew 28:18-20. At Wellspring we simply say *we exist to ignite a craving for Jesus by relentlessly loving our community*. We are looking for an Endless Growth Pastor who will dedicate his life to pursuing our mission as a key member of a strong and healthy staff to build passionate followers of Jesus.

Our Vision

In the years ahead we envision our mission being fulfilled by passionate followers of Jesus, seeking the ONE and expanding the mission throughout Toms River and beyond through a movement of kindness, campuses, and planting new churches. In other words; passionate followers of Jesus building passionate churches!

*In other words; **passionate** followers of Jesus building **passionate** churches!*

- **Kindness:** We put community first and will never neglect our community.
- **Campuses:** as the church grows, we will pursue opportunities to extend Wellspring to new communities around us.
- **Church Planting:** we will deliberately build up pastors and leaders who will launch new churches in new locations.

The Endless Growth Pastor is responsible for creating, managing, and executing the aspects of our church and its campuses that make disciples and encourage Christian maturity. This includes Life Groups, groups for those searching and new

believers, Mentorship Training, Deeper studies, assisting Ministry Teams with their discipleship process, Pastoral care, monthly preaching, and aspects of leadership development.

Qualifications

- Our Endless Growth Pastor must meet the qualifications of 1 Timothy 3:1-7 & Titus 1:6-9
- Our Endless Growth Pastor must demonstrate a clear call to vocational ministry.
- Our Endless Growth Pastor must have earned a bachelor's degree or higher in Biblical Studies or ministry-related field. (*Candidates near completion will be considered*)
- Our Endless Growth Pastor must have sufficient ministry experience in discipleship ministries.
- Our Endless Growth Pastor must be in full agreement with our statement of faith, mission, vision, and values. See <https://wellspring.one/believe> and <https://wellspring.one/values>

Essential Competencies and Skills

- Communication Skills. Strong oral and written communication skills.
- Detail Oriented. Strong administrative, organizational, and interpersonal skills. Ensures that all tasks are done correctly, thoroughly, and with precision.
- Technological Skills. Possesses strong technical skills and the ability to learn and work with multiple platforms while considering new digital solutions for ongoing improvement.
- A Passion for Discipleship. Must possess a clear conviction that all God's people are to make disciples and seek to fulfill the great commission. Expertise in current discipleship methods and models.
- Loves to seek the lost. Loves to engage lost people with the gospel. Must have the ability to train others to share their faith and Pray for One.
- A Team Player. Maintain a humble spirit and commitment to teamwork with other pastors, staff, and church partners. Versed in handling conflict and resolution.
- Believes that *True Discipleship is Missional*. That as we grow in the knowledge of Christ, we grow in our understanding to be on mission for Him.
- Trust & Confidentiality. Maintains appropriate discretion and confidentiality regarding the personal information of the people of Wellspring Church.
- Mental and Spiritual health. Will take personal accountability for their own spiritual growth, pursuit of holiness, and mental health care.

Responsibilities and Expectations

The responsibilities of the Endless Growth Pastor can be broken down into 4 major areas. All areas must be reproducible on multiple campuses.

1. Groups

Develop and lead our church in a gospel-centered discipleship strategy from our Well Kids Ministry to Senior Adults that is consistent with the values and mission of the church.

- Approve, suggest, or develop for all Life Groups.
- Oversee an effective leadership development process.
- Ensure effective attendance records (including contact information of all attendees) are kept and then loaded into the church database management system.
- Ensure sound doctrine is maintained in all teaching environments in the church.
- Recruit and train leaders for all Life Groups.
- Develop healthy relationships with Life Group leaders and ensure they are well-resourced to succeed in their groups.
- Work with Kids, Students, & Adult Ministry to ensure a cohesive discipleship plan.

2. Equipping

Ensure that every person in our church, from those searching, new believers, and those mature in their faith are pursuing community and engaging with God in group settings and throughout the week.

- Regularly assess the current needs of the body and provide training and discipleship accordingly.
- Develop and lead Mentorship training to better equip our church to make disciples through one on one relationships.
- Oversee the areas of Equip and Empower on our ministry map. This includes things such as Starting Point, Bible Survey, Leadership Intensive Training, and Deeper Studies.
- Ability to have a Spiritual pulse on our church, are we developing passionate followers of Christ? Then making adjustments accordingly.

- Oversight of volunteer staff members assisting in the execution of these efforts.

3. Ministry Teams

Assisting Ministry Team leaders to determine the spiritual needs of their volunteers, help leaders identify their volunteer giftings and develop systems to help their volunteers grow in their walk with Jesus.

- Develop Ministry Team leaders with a key understanding of discipleship.
- Build and develop a discipleship pathway in each ministry team.

4. General Pastoral Duties

This position is first and foremost a pastoral position. Therefore there are several pastoral duties that this person will be expected to perform.

- Conduct weddings/funerals.
- Preaching.
- Provide Biblical counseling.
- Attend staff meetings.
- Attend worship experiences.
- Oversee the budget for our Endless Growth ministries of the church.
- Perform other duties as assigned by the Lead or Executive Pastor.

This job description is not exhaustive or complete and is subject to change as the ministry and the church grows.