

POSITION PLAN FOR: **PASTOR—Area Leader**  
TEAM: Small Groups  
JOB TITLE: Pastor of Couples Small Groups  
PERSON: Name  
SCHEDULED DAYS: Monday – Friday (Weekends and evenings as needed)  
SCHEDULED HOURS: Flexible  
REPORTS TO: Pastor/Director of Small Groups



**SPECIFIC POSITION RESPONSIBILITIES:**

- To provide small group pastoral leadership to Couples Small Groups (2,000 to 3,000 people) by working with the existing Couples Small Group Pastors/Ministers and through Small Group Community Leaders.
- To provide pastoral care in the form of conflict resolution, ministering through biblical counseling, baptisms, child dedications, funerals and weddings.
- To Design, Develop, and implement the vision, mission, strategy of small groups to the Couples Communities.
- To Develop the Tools and Resources needed to build the decentralized movement in Couples Small Groups.
- Work with the Couples Small Group Pastors/Ministers and Community Leaders to implement existing training tools to all of those in leadership.
- To design medium and large-scale events in order to enhance connection and community.
- Develop and manage the infrastructure of groups, hosts and Community Leaders in the Couples Ministry.
- To facilitate the health of Couples in Small Groups through integration of the five biblical purposes.
- To Mentor and Disciple a Core Group of Community Leaders within the Couples Ministry structure.
- To build the “connectedness” of Couples within the church membership.
- Other Small Group Team duties as assigned.

**SPECIFIC MINIMUM REQUIREMENTS:**

- 5 to 10 years of Pastoral Experience
- Ordained or Licensed Minister
- Character above reproach
- Strong Designer/Developer/Builder Skill Sets
- Proper phone etiquette.
- Strong people development skills.
- Demonstrated ability to deal with various temperament styles and personalities.
- Ability to communicate with a variety of audiences (i.e. seeker to staff).
- Must have good oral and written communication skills.
- Computer expert qualifications.
- Demonstrated ability to be encouraging and supportive of others
- Life that demonstrates a committed relationship to Jesus Christ
- Member of Saddleback Church
- If married (Spouse has a committed relationship to Jesus Christ)
- A method of transportation to move from the church property to the ministry center as needed.
- Availability to work extended hours and weekends as required.

**SPECIFIC MOTIVATIONAL FIT REQUIREMENTS:**

- Flexibility
- A Builder of people and programs
- A Designer of “High-touch” Disciple making strategies
- A people lover
- Ability to adapt to frequent changes
- Ability to handle interruptions
- Assertiveness
- Servant’s heart
- Process orientation
- Team work
- Cooperative
- Supportive