

Groups Pastor

Position Summary	The Groups Pastor at JRNY is responsible for developing, launching, and sustaining healthy, gospel-aligned groups that help people connect, grow, and live a life on mission to reach those not yet here. This role provides vision, systems, and pastoral leadership to group leaders, ensuring every group reflects the heart, culture, and direction of JRNY Church.
Employment Type	Full-Time // Sunday-Thursday

KEY RESPONSIBILITIES

1. Group Leader Recruitment & Onboarding

- Oversee and manage the full Group Leader onboarding process from application to launch
- Personally connect with new leaders within 24 hours to affirm and initiate next steps
- Lead discovery and vision conversations that:
 - Clarify group purpose
 - Align leaders with JRNY's mission and values
 - Strengthen direction and expectations
- Pray with and pastor leaders as they step into leadership

2. Group Development & Launch Execution

- Facilitate the setup of all new groups within Planning Center
- Ensure all group details are accurate, clear, and accessible (schedule, location, description, etc.)
- Oversee creation and consistency of group branding (thumbnails, descriptions, etc.)
- Coordinate and execute group launches, including:
 - Internal workflows
 - Church Center visibility
 - Social media promotion

3. Leader Equipping & Communication

- Provide clear, encouraging, and resource-rich communication to new leaders
- Equip leaders with:
 - Vision and expectations
 - Tools and systems (Planning Center, Church Center)
 - Code of conduct and church alignment resources
- Maintain consistent, proactive communication rhythms

4. Pre-Launch & First Gathering Support

- Offer hands-on support leading up to a group's first meeting:
 - Troubleshoot logistics
 - Address attendance concerns
 - Build leader confidence
- Follow up within 24–48 hours after the first group gathering to:
 - Celebrate wins
 - Process challenges
 - Provide coaching and next steps

5. Ongoing Pastoral Care & Leadership Development

- Maintain consistent follow-up and relational connection with group leaders
- Provide coaching, encouragement, and accountability
- Develop leaders spiritually and practically
- Ensure all groups remain aligned with JRNY's mission, values, and culture
- Gather and guide group content for church-wide communication (stories, highlights, etc.)

LEADERSHIP EXPECTATIONS

- Lead with intentionality, care, and attention to detail
- Champion JRNY Church's culture in every decision and interaction
- Be both relational and strategic — balancing people care with systems execution
- Foster environments where people feel welcomed, known, and spiritually engaged

CORE COMPETENCIES

- Strong pastoral leadership and relational skills
- Clear and encouraging communicator
- High level of organization and follow-through
- Ability to build and manage systems (Planning Center, workflows, etc.)
- Coaching and leadership development mindset
- Alignment with JRNY Church's mission, vision, and values

SPIRITUAL EXPECTATIONS

- Demonstrates a growing, authentic relationship with Jesus
- Leads and prays with others confidently
- Models spiritual maturity, humility, and integrity
- Passionate about helping people take next steps in their faith

SUCCESS MEASURES

- Number of healthy, active groups launched and sustained
- Leader engagement, retention, and growth
- Timeliness and effectiveness of the onboarding process
- Strong alignment of all groups with JRNY mission and culture
- Stories of life change and meaningful connection within groups

SALARY & BENEFITS

Salary will be discussed following the interview. All staff are paid weekly on Thursday for the previous week's efforts.

Full-Time staff receive:

- Health Insurance (if needed)
- Paid Vacation
- Paid Holiday Leave
- 401(k) retirement plan with employer match

If you believe you'd be a great fit, send your resume and a brief introduction to jobs@jrny.church.