

Small Group Pastor/Director: Responsibilities and Expectations

1. To oversee and lead 3-5 Small Group Coaches through spiritual care and leadership development.
2. To interact with the SG Coaches under their care.
 - a. Weekly
 - i. Pray for SG Coaches
 - b. Monthly
 - i. Contact SG Coaches for updates and mutual care
 - ii. Connect with Senior Pastor for updates and mutual care
 - c. Quarterly
 - i. Meet with team of SG Coaches for prayer, equipping, ministry accountability, and personal discipleship (focus on M&Ms and biblical one-anothers)
 - d. As needed:
 - i. Help with referrals to Biblical Counseling
 - ii. Visit SGs for observation, constructive feedback, and encouragement
3. Develop or provide curriculum and resources for SG ministry
4. Lead all equipping/training sessions for SG ministry
5. To pursue the priorities of multiplication of leadership and mutual ministry within the SG ministry.
 - a. Making sure SG Apprentices are being identified and trained
 - b. Reaching out to SGLs for extra encouragement, discipleship, and care
 - c. Discerning, developing, and deploying new SG Coaches who would oversee 2-4 SGs in order to prepare ministry to grow
 - i. When the need arises, begin discerning, developing, and deploying General Managers who would oversee 2-4 SG coaches and be under the care of the SG Pastor/Director in order to prepare for ministry growth.

Shepherded by	Senior Pastor
Oversight of	3-5 SG Coaches
Maturity Level	Mature follower of Christ Proven character Committed member of HBCDSM
Spiritual Gifting	Proven shepherding Proven leadership Able to teach
Character Qualities	FAITH (faithful, available, integrity, teachable, heart for God and people) Bearing fruit of growth in Christlikeness Qualifications of pastor (1 Timothy 3:1-7 & Titus 1:5-9)
Competencies	Faithful SG leadership Completion of SG Coach training with Director/Pastor of Discipleship Ongoing growth and training in BSC/counseling Ongoing growth and training in leadership development