



# Community Life Pastor

Job Description and Profile  
Fellowship Bible Church Dallas  
fellowshipdallas.org

## Position Overview

The Community Life Pastor leads and cultivates community life by providing spiritual, strategic, and operational leadership for Fellowship Dallas' community life, discipleship, and care ministries. This role exists to help people move from *attending* to *belonging*, from *belonging* to *formation*, and from *formation* to *disciple-making*—so that lives are deeply transformed by the Holy Spirit for the good of the world and the glory of God.

The Community Life Pastor leads a multi-layered ministry team, partners closely with the Sermon Planning Team, and ensures that Fellowship Dallas' Discipleship Process is clear, integrated, and effective throughout the church family. The Community Life Pastor will model loyalty to our Core Focus, Vision, Values and Ministry Philosophy (below), in addition to our core beliefs.

**Reports To:** Lead Pastor

**Supervises:** Community Life Team (Care and Connecting Pastor, Adult Ministries Pastor, Life Group Coaches and Interns) and The Fellowship Discipleship Pathway.

**Team Member:** Senior Leadership Team and Sermon Planning Team

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## Key Roles and Responsibilities:

### 1. *Champion the Culture*

Demonstrate authentic and growing commitment to our Core Focus, Vision and Values in life and ministries.

### Our Core Focus (Why We Exist)

We exist to **love God, love one another, and live like Jesus.**

### Our Vision (10-Year Target)

To see lives deeply transformed by the Holy Spirit, **forming hundreds of disciple-making communities**—marked by the love of the Father, surrendered to Jesus, for the good of the world and the glory of God.

### Our Values & Ministry Philosophy (Our DNA)

The Community Life Pastor must joyfully embody and advance Fellowship Dallas' values and ministry philosophy:

## **Values:**

- **Dependence on God** – prayerful, humble reliance on God’s Word and Spirit.
- **Grace & Truth** – speaking truth in love, extending mercy, seeking the greater good.
- **Mosaic Community** – celebrating unity and diversity as God’s redemptive work.
- **Radiate Jesus** – abiding in Christ and reflecting His love, presence, and character.

## **Ministry Philosophy:**

- **Be Humbly Confident** – No arrogance. Know your stuff. Be vulnerable and teachable – you’re not perfect. Pray always.
- **Seek the Greater Good** – Stay focused on the Core Focus. Be for the team. Use radical candor – care personally and challenge directly. Train to replace yourself.
- **Unite and Reconcile** – Love is the win. Believe the best. No gossip, no drama, no judgement. Forgive and restore.
- **Do What You Say** – On time. Fully deliver. It’s ok to say no. Take responsibility – blame no one. Finish what you start.

## **2. Oversee the Discipleship Pathway**

Develop, implement and manage Fellowship Dallas’ **Discipleship Pathway (Proven Process)**.

- Ensure clear on-ramps and next steps that guide people toward community, transformation and mission.
- Align all Community Life ministries according to the Pathway.

## **3. Pastoral Leadership of Community Life**

Provide shepherding as well as supervisory leadership, management and accountability (LMA) for all Community Life ministries, including:

### **Life Groups**

- Life Group Coaches.
- Life Group Leaders.
- Life Group health, training, care, and multiplication.
- Develop and support staff and volunteer leaders through coaching, training, and pastoral care.
- Foster a culture of unity, trust, accountability, and leadership multiplication.
- Life Group Internships (where applicable).
- Serve as a collaborative member of the Sermon Planning Team for alignment of teaching series and sermon-aligned group curriculum.
- Sustain adequate communication and administrative support for the Life Group ministries.

## **4. Direct Supervisory Leadership**

Direct and guide Adult and Care & Connecting Ministries through strong leadership, clear management and accountability, including the following:

### **Adult Ministries**

- Adult Ministries Pastor (Young Adults, Men’s Ministry, Women’s Ministry, Marriage Ministry).
- Baptism.

- Classes and equipping environments.

### **Care & Connecting Ministries**

- Care and Connecting Pastor (Hospitality and First Impressions, Connecting and Assimilation, Recovery Ministries, Care and Prayer Ministries).

### **5. Preach & Teach**

Faithfully handle the teaching and preaching of God's word in a Christ-centered, audience-oriented manner.

- Member of the Sermon Planning Team – contribute and receive prayer, encouragement, insight and constructive feedback.
- Preach as assigned on Sunday mornings.
- Coordinate sermon-aligned studies for Life Groups.
- Teach throughout Adult Ministries – Young Adults, Steps, Classes/Forums, Marriage, Men's, Women's.

### **6. Serve on the Senior Leadership Team**

Exercise executive-level pastoral leadership to the members and staff of Fellowship Dallas while in submission to the leadership of the Elders.

- Long-term, strategic planning towards executing our Core Focus and Vision.
- Executive level decision-making on behalf of the staff and church family.
- Assist in shaping the spiritual formation and professional development of the staff through love, prayer, coaching, servant leadership and mentoring.

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## **Pastoral Leadership, Culture & Organizational Health**

- Operate within Fellowship Dallas' staff team operating system (i.e. EOS-Traction framework), helping ensure clarity of vision, accountability, and measurable outcomes.
- Develop leaders who can replace themselves, strengthening sustainability and long-term fruitfulness.
- Champion Fellowship Dallas' values and exhibit our ministry philosophy in leadership style, communication, and decision-making.
- Serve as one of the key pastors for our church body, serving through short-term counseling, hospital visits and spiritual friendship and guidance.
- Identify and strengthen the culture, creating healthy and vibrant relationships – among staff-elders, staff-congregation and staff-teammates.
- Participate in the Worship Services.
- Participate in the life of the church, such as local outreach, global partnerships, etc.

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## **Measures of Success**

Success in this role will be demonstrated by:

- Establish trust and build healthy relationships with the staff, elders and congregation.
- Exhibit a lifestyle of personal Christian formation and soul care.

- Lead and implement a clear and effective Discipleship Pathway.
  - Start and develop healthy, growing Groups and Community Life Ministries – living into our Core Focus and Vision.
  - Implement effective systems that help people move from first visit to meaningful community.
  - Recruit and develop leaders.
  - A ministry culture marked by prayer, unity, grace and truth, and love.
  - A strong Community Life team, flourishing under effective leadership, management and accountability practices.
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## Qualifications

### Education

- A minimum **Master of Arts** in a Christian discipline is required. It is preferred to have a **Master of Divinity or Master of Theology** (or in active pursuit of one of these degrees).

### Doctrine

- Affirm theological unity with our doctrinal statement and elder position papers.

### Experience

- Minimum **8–10 years of comparable pastoral ministry experience**
- Proven experience pastoring community life, disciple-making, leading teams, developing leaders, preaching/teaching and overseeing multiple ministry systems on staff at a church.
- Ministry experience in a multi-cultural / diverse context.

### Personal & Leadership Attributes

- A deep love for Jesus and His local church.
  - Spiritually mature, emotionally healthy, and rooted in a life with the Spirit.
  - Strong relational leadership marked by clarity, humility, and conviction.
  - Ability to lead and serve effectively in a multicultural church context.
  - Proven ability to preach, teach, and develop discipleship content.
  - A clear calling to make disciples, evidenced through lived experience.
  - Resilient and steady through change, failure, and disappointment.
  - Kind, gracious, and truthful—especially in correction and accountability.
  - A passion for the gospel lived out in everyday life, locally and globally.
  - Culturally aware and able to apply gospel-centered ministry to people’s lives today.
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## Benefits

1. Competitive benefits package (*including PTO, Health, Dental, Vision, Life, FSA, Housing Allowance, Pastoral Care*).
2. Comparable wage-band per position.
3. The opportunity to join a dedicated team of disciples who desire to see Fellowship Dallas thrive in the work of the gospel and be a place where people love God, love one another and live like Jesus.
4. Continue the legacy of Fellowship Bible Churches and shape the future for the next generation of disciple-making in the Dallas metroplex throughout the world.