



Community Life Pastor

Job Description and Profile

Fellowship Bible Church Dallas

fellowshipdallas.org

Position Overview

The Community Life Pastor provides spiritual, strategic, and operational leadership for Fellowship Dallas' discipleship and community life ministries. This role exists to help people move from attending to belonging, from belonging to Christian 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.

This pastor leads and develops leaders, oversees the church's discipleship pathway and connecting strategy, and ensures alignment across Community Life ministries.

Reports To: Community Life Team Leader (currently filled by Lead Pastor)

Supervises: Life Group Coaches, Interns

Team Member: Community Life Team, Sermon Planning Team

Key Roles and Responsibilities

1. Champion the Culture

Model and cultivate a growing commitment to Fellowship Dallas' Core Focus, Vision, and Values

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 500+ disciple-making communities—marked by the love of the Father, surrendered to Jesus, for the good of the world and the glory of God.

Church Values

- **Dependence on God** – Prayerful, humble reliance on God through His 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

Staff Values

- **Be Humbly Confident** – No arrogance; be teachable, self-aware, and prayerful
- **Seek the Greater Good** – Stay aligned with the Core Focus; care personally and challenge directly
- **Unite and Reconcile** – Love is the win; no gossip, no drama; forgive and restoration
- **Do What You Say** – Be reliable, accountable, and finish what you start

2. Oversee the Discipleship Pathway

Develop, implement, and steward 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 with the Pathway
 - Ensure ministry environments move people toward Christian formation, relational discipleship, and mission.
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3. Oversee Connection and Assimilation

Develop and oversee systems that help people move from discovery to meaningful community and disciple-making.

- Oversee the church's guest follow-up and engagement strategy.
 - Create clear next steps for newcomers to enter community life.
 - Partner with ministry leaders to align Sunday gatherings, Life Groups, Young Adults & Adult Ministries and other ministry environments.
 - Equip volunteers and leaders to foster welcoming, relational, and spiritually formative environments.
 - Assess the effectiveness of connection pathways and improve them as needed.
 - Collaborate with staff and ministry leaders to move people toward belonging, Christian formation, and mission.
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4. Pastoral Leadership of Community Life Ministries

Life Groups

- Shepherd and develop Life Group Coaches
- Invest in current leaders and identify and develop new leaders
- Cultivate health, care, training, and multiplication of groups
- Provide coaching, training, and pastoral care for staff and volunteer leaders
- Foster a culture of unity, trust, accountability, and multiplication
- Oversee Life Group internships (as applicable)
- Partner with the Sermon Planning Team to align group studies with teaching series
- Ensure effective communication and administrative support

Integration with Young Adults & Adult Ministries

- Support the development of healthy ministry leadership teams and volunteer structures.
- Collaborate with the Young Adults & Adult Ministries Pastor in the execution of ministry initiatives and leadership development.
- Champion integration across Men's, Women's, Marriage, Young Adults, and discipleship training environments.

Note: The anticipated trajectory of the Community Life Pastor is to assume leadership of the Community Life Team following a season of pastoral assimilation, relational investment, and organizational shepherding.

5. Preach and Teach

Faithfully teach and preach God's Word in a Christ-centered and contextually aware manner.

- Serve on the Sermon Planning Team
 - Preach as assigned
 - Oversee sermon-aligned studies where applicable
 - Teach across ministries (Young Adults, classes, men's, women's, etc)
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6. Pastoral Leadership, Culture, and Church Health

- Operate within Fellowship Dallas' operating system framework to ensure clarity, accountability, and results
 - Develop leaders who can replace themselves for long-term sustainability
 - Champion church values through leadership, communication, and decision-making
 - Serve as a pastor to the congregation through counseling, hospital visits, and spiritual care
 - Support and strengthen relational health across staff, elders, and congregation
 - Participate in planning and leading worship services as needed
 - Engage actively in church life, including local outreach and global partnerships
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Measures of Success

Success in this role will be demonstrated by:

- Strong trust-based relationships with other staff, elders, and congregation
 - A growing love for Jesus, His Church and His mission
 - A consistent lifestyle of Christian formation and soul care
 - A clear, effective, and widely understood Discipleship Pathway
 - Healthy, growing and multiplying Life Groups and Community Life ministries
 - Systems that effectively move people from newcomer to meaningful community
 - Ongoing recruitment and development of leaders
 - A ministry culture marked by prayer, unity, grace, truth, and love
 - Contributing to a thriving Community Life team shaped by Christ-like servant leadership
 - Increased engagement from guests into meaningful community
 - Healthy integration between Sunday worship, groups, and ministry environments
 - Multiplication of disciples, leaders and disciple-making communities
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Qualifications

Education

- Master's degree in a Christian discipline required
- M.Div. or Th.M. preferred (at minimum "in progress")

Doctrine

- Affirmation of Fellowship Dallas' doctrinal statement and elder position papers

Experience

- 6–8+ years of relevant pastoral ministry experience
- Demonstrated pastoral leadership in discipleship, community life, and team development
- Experience preaching, teaching, and overseeing multiple ministry systems
- Experience in a multicultural ministry context

Personal and Leadership Attributes

- Deep love for Jesus and His Church
 - Spiritually mature and emotionally healthy
 - Relationally strong leader with humility and conviction
 - Effective in a multicultural context
 - Skilled in preaching, teaching, and disciple-making
 - Clear calling to disciple-making ministry
 - Resilient through change and challenge
 - Gracious and truthful in leadership and correction
 - Gospel-centered and mission-minded
 - Culturally aware and able to apply Scripture to everyday life
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Benefits

- Competitive benefits package (PTO, health, dental, vision, life, FSA, housing allowance, pastoral care)
 - Salary commensurate with experience
 - Opportunity to serve on a mission-driven team committed to Christian formation and disciple-making
 - Opportunity to build on the legacy of Fellowship Bible Churches and invest in the next generation of gospel ministry in Dallas and beyond
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To Apply

Please send a letter of interest and resume to [**apply@fellowshipdallas.org**](mailto:apply@fellowshipdallas.org)

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