



VillageChapel

Ashville Missional Community Pastor Position Description

Reporting Relationships:

- **Primary:** Strategy Pastor

Pay Status: Salary

Employment Status: Full-time

Average Work Schedule: ~45-50 hours/week

One Sentence Job Description

Advance Village Chapel's mission to reach out and raise up disciples for Jesus by leading, cultivating, and multiplying Jesus families in Ashville—overseeing Connect, Worship, Grow, Serve through LifeGroups, GrowGroups, ServeGroups, and ActivityGroups; raising up leaders; developing new worship and discipleship expressions; and guiding all ministry activity on-site and off-site so that more disciples are equipped to make more disciples.

Main Objective

To shepherd the Ashville congregation and mission field by building a disciple-making culture that forms groups, launches leaders, multiplies communities, and produces new worship expressions and future churches—all aligned with Village Chapel's mission, values, and strategic direction.

Key Result Area 1

Discipleship & Group Systems

Implement, lead, and engage in continuous improvement collaboration for a comprehensive groups strategy to raise up disciples who raise up disciples.

Performance Standards

1. Develop and maintain a healthy, multiplying system of LifeGroups, GrowGroups, ServeGroups, and ActivityGroups that move people relationally and spiritually toward Jesus.
2. Recruit, equip, coach, and retain group leaders, cultivating a deep bench of future leaders.
3. Provide regular leader training, coaching conversations, and development plans.
4. Monitor group health, lifespan, and multiplication potential, making real-time adjustments as needed.
5. Ensure each group is aligned with the Discipleship Pathway and is helping people *reach out and raise up* disciples.
6. Work with the Operations Team to coordinate logistics, support, scheduling, and communication for all groups.

Key Result Area 2

Missional Communities & Multiplication

Cultivate discipleship movements that will reach new areas with the gospel and multiply into new expressions of church.

Performance Standards

1. Identify, equip, and commission leaders who demonstrate readiness to launch new missional communities.
2. Oversee the development of existing missional communities and the planting of new ones—meeting regularly with leaders for accountability, coaching, and support.
3. Guide communities to live out rhythms of hospitality, mission, worship, and discipleship in Ashville.
4. Create and implement a clear multiplication pipeline that moves people from attending → serving → leading → launching.

5. Partner with the Strategy Pastor in discerning when a missional community is ready to become a worship expression, ministry hub, or future church plant.
6. Track metrics of multiplication: leaders developed, groups launched, communities multiplying, people disciplined, and people coming to Christ.

Key Result Area 3

Ashville Ministry Oversight

Provide pastoral leadership and oversight for all ministry activity in Ashville, both inside the building and beyond it.

Performance Standards

1. Provide pastoral leadership during worship gatherings: preaching (as assigned), hosting, shepherding, connecting, and leading prayer.
2. Ensure systems of welcome, connection, next steps, and care function smoothly and align with Village Chapel's strategy.
3. Shepherd individuals and families through care conversations, crisis moments, prayer needs, and spiritual growth steps.
4. Oversee Ashville ministry teams (hospitality, tech, worship, care, facility use) in partnership with the Operations Team and ministry directors.
5. Maintain a strong presence in the Ashville community—building relationships, identifying outreach opportunities, empowering members to B.L.E.S.S.ONE, and living missionally.
6. Ensure all Ashville ministries align with Village Chapel doctrine, mission, values, and culture.
7. Pastoral Care; Funerals, Weddings, Benevolence.

Key Result Area 4

Leadership Development & Equipping

Raise up, train, and empower disciples who make disciples through teaching, coaching, mentoring, and equipping.

Performance Standards

1. Identify and develop high-capacity servant leaders and future pastors/planters.
2. Provide regular equipping environments (classes, trainings, retreats, leader gatherings).
3. Teach, mentor, and disciple individuals and groups toward spiritual maturity and mission.
4. Equip every Ashville disciple to live on mission through B.L.E.S.S.ONE, relational evangelism, hospitality, and service.
5. Work with the Lead Pastor to ensure leadership development aligns with Village Chapel's broader multiplication pipeline.
6. Create a leadership culture marked by transparency, accountability, joy, and unity.

Key Result Area 5

Administration & Collaboration

Ensure effective operations, communication, and administrative support in partnership with the Operations Team.

Performance Standards

1. Maintain accurate group rosters, Next Step pathways, leader lists, and Ashville ministry schedules.
2. Provide monthly reports to the Lead Pastor and participate in regular planning, prayer, evaluation, and problem-solving meetings.
3. Collaborate with the Operations Team on communication, calendar management, facility scheduling, events, and administrative workflows.
4. Contribute to the annual budget planning process for Ashville ministries and steward assigned budget lines wisely.
5. Participate actively in the staff leadership team and model servant leadership.
6. Communicate regularly and clearly with Ashville leaders, servants, and the congregation regarding ministry updates and opportunities.

Education,
Experience,
Skills

Education / Qualifications

- Degree or formal training in ministry, theology, or a related field. Equivalent experience in pastoral leadership or church planting considered.
- Ordained, licensed, or willing and able to pursue ordination in alignment with Village Chapel's doctrine, values, and pastoral leadership expectations.

Experience / Character

- Demonstrates a Spirit-filled relationship with Christ and models Christian character in both words and actions.
- Proven experience leading groups, discipling people, and raising up leaders.
- Experience in multiplication, missional communities, or church planting preferred.

Skills / Competencies

- Ability to process information, prioritize responsibilities, and make independent judgments aligned with Village Chapel's mission and values.
- Excellent interpersonal skills, with a shepherd's heart and a coach's instincts.
- Strong team orientation; able to work collaboratively with staff, leaders, and volunteers.
- Competent in digital tools: Microsoft 365, Planning Center Online, communication platforms, etc.
- Ability to develop and multiply leaders.
- Strong communication skills: teaching, writing, coaching, and interpersonal communication.

Expectations

- Embrace and promote the vision of Discipleship to Village Chapel and beyond.
- Actively participate in LifeGroup and at least one weekly worship service.
- Exemplify servant leadership as part of the staff leadership team.
- Participate in scheduled rotations for worship hosting or other staff responsibilities.
- Maintain a lifestyle consistent with biblical leadership and Village Chapel values.

The above position description is intended to describe the general nature and level of work being performed by colleagues assigned to this position. They are not intended to be an exhaustive list of all responsibilities, duties, qualifications, or working conditions.

This position falls under the procedures and guidelines of the Village Chapel employee handbook.