

Community Minister

Job Description



Position Summary

The full-time Community Minister will serve as the ministerial and relational leader for community and connection environments within The Well. This role ensures that every person who comes through our doors is known, welcomed, and invited into meaningful, gospel-centered community. The Community Minister provides leadership and care for Gospel Community leaders, oversees systems that help newcomers find belonging, and works closely with pastoral leadership to align our connection pathways with the mission of The Well.

This minister plays a vital role in helping people take their next step toward Jesus and his church—cultivating healthy discipleship environments, strengthening relational connections, and fostering a culture where hospitality and community flourish.

Roles & Responsibilities

Gospel Communities

- Provide ministerial oversight to all Gospel Communities, ensuring they remain healthy environments of discipleship, care, and mission.
- Shepherd and support GC leaders through regular encouragement, prayer, training, and twice-yearly leader check-ins.
- Develop clear pathways for connecting newcomers into GCs, including oversight of GC placement and communication.
- Create and maintain resources for GC leaders such as discipleship tools, discussion guides, and clarity around GC rhythms and expectations.
- Partner with the GC Deacon to carry out leader care, communication, and administrative support, while offering pastoral leadership and direction.
- Plan and oversee GC-related events, including GC Kickoff, leader trainings, and connection initiatives.
- Evaluate the relational, spiritual, and organizational health of GCs, addressing challenges with wisdom and pastoral care.
- Collaborate with JR Cochran and Paden Goettsch specifically on matters of GC discipleship, theological clarity, and overall vision alignment.
- Maintain unity and communication between GC ministry, hospitality, and church-wide connection efforts.

Connections

- Provide ministerial oversight of all systems that help newcomers feel welcomed, known, and integrated into the life of The Well.
- Oversee newcomer follow-up ensuring all communication is warm, timely, and relational.
- Work closely with the Hospitality Team to cultivate a welcoming Sunday environment that reflects the heart and culture of The Well.
- Coordinate newcomer and church-wide connection events, including Partnership class logistics and other all-church events.
- Maintain clear and accessible on-ramps for connection—GCs, classes, and events—and ensure these pathways remain up-to-date online and internally.
- Track assimilation needs and identify barriers that prevent people from connecting, offering solutions that strengthen relational ministry.
- Equip and minister to volunteers serving in hospitality, connections, and GC ministries, providing encouragement, clarity, and ongoing training.
- Foster a culture of gospel-shaped hospitality and discipleship across all connection environments.

Character & Calling

We are seeking someone who demonstrates spiritual maturity, humility, teachability, and a genuine love for people and the local church.

- Meets the biblical character qualifications consistent with deacon qualifications in 1 Tim. 3:8-13.
- Demonstrates spiritual maturity, humility, teachability, and relational wisdom.
- Exhibits a clear calling and passion for college ministry and discipleship.
- Models a healthy personal walk with Christ, marriage/family life (if applicable), and commitment to the local church.

Theology & Ministry Alignment

Because this role involves significant teaching and spiritual leadership, theological alignment and commitment to the mission of the church are essential.

- Must fully affirm and support The Well's [Core Beliefs](#) and [Elder Statements](#).
- Strong agreement with the mission and values of The Well.
- Agreement with The Wells [Partnership Covenant](#) (Staff must become Covenant Partners of The Well).
- Demonstrates theological clarity, pastoral sensitivity, and leadership maturity.

Additional Duties as Assigned

- As with all roles at The Well, flexibility is important. Additional responsibilities may be assigned based on church needs and staff gifting.