



## **NHB Community Pastor – Role Description**

**Role Description:** Community Pastor

**Hours:** Full-time, with flexibility for evening and weekend responsibilities typical in ministry

**Reports to:** Executive Pastor

**Compensation:** Competitive based on experience and qualifications

## **Job Purpose**

The community pastor leads and cultivates the core ministry of community life at New Heights Bentonville. Community groups are the primary context for living out the “one another” commands of the New Testament—through care, studying the Word, and serving together.

This role exists to strengthen and expand NHB’s network of adult community groups, shepherd group leaders, build systems of care, and lead assimilation efforts. The community pastor is both a relational shepherd and a strategic leader who develops leaders, scales systems, and fosters connection across the body.

## **Key Responsibilities**

### **Community Group Leadership**

- Lead the vision and direction for community groups ministry
- Provide pastoral oversight for all adult community groups
- Equip and shepherd volunteer “shepherd leaders” who support group leaders
- Ensure groups are healthy, multiplying, and rooted in Gospel-centered discipleship

### **Assimilation and Connection**

- Oversee the assimilation process for new attendees, helping them find meaningful connection.
- Collaborate with staff and volunteers to remove barriers to community involvement.
- Track engagement and identify gaps to improve connection points

### **Leader Development**

- Recruit, train, and support group leaders and shepherd leaders
- Host regular trainings and relational gatherings for ongoing development
- Model pastoral care and relational pursuit across all levels of leadership

### **Strategic Oversight**

- Build scalable systems to track group participation, leader health, and ministry growth.
- Partner with staff to align groups with the broader vision and rhythms of NHB
- Launch new groups and implement strategies to connect the disconnected

### **Communication and Teaching**

- Clearly communicate the value and vision of community to the church body
- Occasionally preach or teach in large or small group settings as needed
- Represent the voice of community groups in staff and leadership discussions



## Key Strengths Required

- **Relational Pursuit:** A shepherd's heart with the ability to pursue, connect, and care for people
- **Leadership Development:** Experience equipping leaders and creating a leadership pipeline
- **Administrative Skill:** Organized, systems-minded, and attentive to detail
- **Teaching and Communication:** Clear and compelling communicator in both relational and public settings
- **Strategic Thinking:** Ability to see the big picture while executing practical next steps
- **Gospel-Centered:** Models and ministers the Gospel with humility and conviction
- **Team Player:** Collaborative and aligned with NHB's values and vision\

## Qualifications

- 5+ years of ministry experience in a church or discipleship-focused environment
- Seminary degree preferred (M.Div. or equivalent)
- Strong theological alignment with New Heights Bentonville
- Demonstrated success in growing and sustaining a healthy community groups ministry
- Proven experience recruiting and developing leaders

## How to Apply

**Apply online:** [nhbentonville.com/jobs](http://nhbentonville.com/jobs)

Applications will be reviewed on a rolling basis.

## New Heights Bentonville Staff Values:

1. **Trust** - "We are trustworthy people and work to build trust with each other."
2. **Honor** - "We serve, respect, and defend one another. We pursue each other in healthy conflict."
3. **Clarity** - "We over-communicate and strive for clarity in all interactions."
4. **Grit** - "We work hard, take ownership, and don't shy away from taking faith-filled risks."
5. **Growth** - "We pursue excellence and seek every opportunity to grow. We are open to input from others."