

# Mars Hill Community Groups

## Regional Pastor Role Description

The Regional Pastors will be responsible for the general pastoral care and oversight of the members of Mars Hill in their respective regions. They will be responsible for the Community Group Core Functions taking place in their region. This will be done to different degrees by the Pastor himself and/or by an assistant or volunteer as described below:

### Community Group Core Functions:

**Coaching:** Each Mars Hill Community Group Leader is assigned a coach. He provides personal and group support for the leader. He is concerned with the physical and spiritual health of the leaders as well as the group itself. The Regional Pastor is responsible for the coach's performance in these areas as well as the coach's physical and spiritual health. The Regional Pastor will meet with his team of coaches regularly. At these meetings they will care for one another, assess groups, and strategize for regional mission.

The Regional Pastor is also responsible for the coaching assignments and managing his region to make sure that the span of care ratios for leaders to coaches does not exceed the defined parameters. This task can be shared with an assistant/volunteer.

**Planting Groups:** Group planting is our means of reaching more people for Christ and caring for more of the Mars Hill flock. All groups should be constantly reminded by their coach that this is a core function of groups and that all groups are to set up as to facilitate replication. The Responsibility for the Regional pastor is to ensure that this is the case and that groups in his region are growing and planting new groups. The administration of this can be done by an assistant or volunteer.

**Assimilation:** Assimilation will be handled at the central organization level. The responsibility for a campus pastor is to monitor group size and the regions capacity to take in more group members. This information must be communicated to the central office (8/26/06: Patrick) so the Vox Pop and kiosk is up to date. This administrative task may be handled by an assistant or volunteer.

**Recruiting:** Recruiting happens at all levels with leaders, coaches and Pastors on the lookout for new leaders and potential coaches. The Regional Pastors should always be looking to develop new coaches as our growth plan is dependant upon it. For Campus Pastors this will be part of managing the resources at your campus to make sure those most suited for coaching and or leadership are serving in that role. Potential leaders will be required to go through an interview, typically conducted by a coach, and an Apprenticeship in a Community Group. The Regional Pastor is responsible for ensuring that his coaches are trained and equipped for the interviewing and apprentice placement, and for ensuring that these processes are executed in a timely manner. (see training below)

**Training:** Training will be provided by the central organization. The Regional Pastor is responsible to ensure that the leaders and coaches in his region have completed required trainings and participate in additional training as appropriate.

**Shepherding:** General pastoral care for the region will be the responsibility of the Regional Pastor. The Regional Pastors will spend their shepherding energy according to the following guidelines:

- 70% with Coaches – monthly meeting, mentoring, training, regional events.
- 20% with Leaders - monthly meeting, training, regional events, group visits.
- 10% with Members- groups visits, regional events, Sunday visibility.

The Regional Pastor will, along with his team of Coaches and leaders, handle the majority of issues that arise in groups. The Regional Pastor will determine when and if a member will be referred to the counseling department. They also will be responsible for follow up and the potential referral *from* the counseling dept.

## Monthly Time Commitment:

### Monthly Meeting:

Every month all leaders, coaches, and pastors will gather for training and huddles. 7-10pm

**3 hrs**

### One-on-one with coaches:

Pastors will meet with each coach individually to assess their spiritual, physical and emotional health.

1 hr/month/coach

**3-6 hrs**

### \*Group Visits:

Pastors should visit a group twice a month as a matter of pastoral care and presence within the body and as a means to feel the heartbeat of Mars Hill Members.

2 hr twice a month

**4 hrs**

### Dealing with Issues:

As issues arise pastors may be required to do some counseling ect...

As Required

**0-4 hrs**

### Administration:

Communication/paperwork/interviews

As Required

**2-4 hrs**

**Total Monthly requirement: 12-21 hrs/month ≈10% of your time**

\* group visit requirements have yet to be ratified and could change (as of 8/26/2006)

## Other Time Commitment:

### Quarterly Offsite:

All CG and Campus Pastors will meet off site once a quarter to ratify strategic initiatives and consolidate vision.

### Yearly Community Group Intensive:

This is a retreat aimed at encouraging and training CG leaders. It is an offsite overnight retreat.