



ALDERWOOD

CONNECTIONS PASTOR

"I connect people to Jesus, to one another, and to God's mission through groups, missions, and care."

Alderwood's Connections Pastor provides vision and leadership for adult discipleship, groups, classic service, Alderwood Español, local and global missions, and the ministries that connect and care for the congregation. As a member of the Ministry Leadership Team, this role is the relational heartbeat of the church: a warm, magnetic leader who creates belonging at every doorway of Alderwood, builds clear pathways for spiritual growth, and mobilizes the church to live on mission locally and around the world.

SUMMARY OF POSITION

- Provides primary leadership and oversight of discipleship and groups, local and global missions, and connection and care ministries, including the pastors, directors, coordinators, and volunteers who serve them.
- Serves on the Ministry Leadership Team, contributing to organizational strategy and representing the health of discipleship and mission across the church.
- Serves as Alderwood's chief connector, bringing warmth, energy, and joy that draw people from first connection into community, helping every person feel seen, known, and celebrated.
- Stewards a clear pathway that moves people from first connection into groups, growth, and serving.
- Leads the church's groups ministry, equipping leaders and multiplying healthy small groups.
- Provides strategic direction for local and global missions, stewarding partnerships, mission trips, and community outreach.
- Supports the one-year missions transition as local and global partners shift.
- Oversees ministries of connection and care, including Classic, senior adults, and Alderwood Español.
- Recruits, develops, and shepherds the staff and volunteers within these ministries, building healthy teams.
- Performs other related duties as required. Alderwood maintains the right to change duties as needed.

BASIC QUALIFICATIONS

- Must be a committed follower of Jesus Christ, become a member of Alderwood Community Church, agree with our Mission and Essentials, and be willing to promote and support all ministries of the church.
- A people-first leader with natural Woo who wins others over quickly, lights up a room, and genuinely loves drawing new people into community.
- An engaging, energetic communicator who inspires people and celebrates others along the way.
- Demonstrated experience leading discipleship or groups, with a passion for relationships.
- Proven ability to build and equip volunteer leaders and to develop healthy, multiplying groups or teams.
- Strong relational and pastoral skills, with the ability to shepherd people through care and connection.
- Bachelor's degree required; ordination or licensure and theological or ministry training preferred.
- Minimum 5 years of ministry leadership experience, including oversight of multiple ministry areas or staff.
- Strong leadership, relational, and communication skills, able to handle confidential and pastoral matters.

REPORTING & SCOPE

- Reports to the Executive Pastor.
- Oversees: Discipleship and Classic, Classic, Alderwood Español, Local and Global Missions, and Senior Adult Ministry including the associated pastors, directors, coordinators, and volunteers.

COMPENSATION & BENEFITS

- Status: Full-time, exempt.
- Salary Range: \$93,000 to \$144,000, commensurate with experience.
- Benefits: Full medical, dental, and retirement package.

PHYSICAL DEMANDS

- Must be able to lift and/or move up to 25 pounds occasionally. Reasonable accommodation may be made to enable individuals with disabilities to perform the essential functions of the job.