a united family of faith

An Opportunity for Ministry

Groups Pastor

Broadmoor

POSITION DESCRIPTION

Title: Groups Pastor
Department: Adult Discipleship
Supervisor: Adult Discipleship & Missions Pastor
FLSA Status: Exempt / Full-Time

Our Mission

We are a united family of faith joining Jesus on His mission for the Glory of God and the good of our communities.

Purpose of Position

The Groups Pastor exists to lead all aspects of Broadmoor's Groups ministry, partnering with the Adult Discipleship & Missions Pastor to build an intentional discipleship pathway that leads adults and families toward a Christ-centered life — joining Jesus on His mission.

Position Summary:

The Groups Pastor is responsible for building and sustaining a thriving group ministry culture at Broadmoor Baptist Church — one where adults and families are known, rooted in God's Word, and actively multiplying as disciple-makers who join Jesus on His mission. This pastor oversees Life Groups, small groups (including men's small groups), Men's Ministry, Young Single Adults, and the Leadership Pathway, working in close partnership with the Adult Discipleship & Missions Pastor and the broader ministerial staff to develop disciples who make disciples, moving people from the seats to the streets through intentional biblical community.

Primary Job Responsibilities include but are not limited to the following:

- Champion a healthy group culture at Broadmoor where every adult has a place to belong, grow in God's Word, and be sent on mission as a multiplying disciple-maker. Provide strategic oversight for all on-campus and off-campus groups (including men's small groups), partnering with a lay leadership team to launch new groups, multiply existing ones, and build a group culture that reproduces itself.
- Stay current on the best methods, resources, and curriculum for adult discipleship, bringing fresh thinking and best practices to Broadmoor's group ministry strategy.
- Oversee the Leadership Pathway, building clear systems to identify high-potential leaders, invest in their development, and place them in meaningful ministry roles that advance the mission of Broadmoor Baptist Church.
- Lead the development, vetting, promotion, and resourcing of group ministry content in coordination with the Adult Discipleship & Missions Pastor and Adult Discipleship Team to ensure church-wide alignment.
- Identify, recruit, vet, train, oversee, retain, and shepherd Life Group and small group leaders and their families. Meet regularly with leaders for development and accountability, visit groups for evaluation, and build a coaching structure that multiplies healthy, disciple-making leadership across the ministry — developing leaders who develop leaders.
- Evaluate and provide Bible-based curriculum that clearly communicates God's truth and moves people toward a Christ-centered life; lead periodic planning meetings for curriculum mapping, communication, and annual strategy alignment.

- Collaborate with other Broadmoor ministries to implement the adult discipleship strategy in a way that is consistent with Broadmoor's mission: a united family of faith joining Jesus on His mission for the glory of God and the good of our communities.
- Provide strategic oversight for Men's Ministry at Broadmoor, developing programming, community, and discipleship pathways that call men into Christlike leadership in their homes, church, and community — and equip them to multiply that impact by making disciples who make disciples.
- Provide strategic oversight for Young Single Adults ministry, creating on-ramps for engagement and building environments where young adults are discipled, connected to biblical community, and equipped to live as multiplying disciple-makers on mission.
- Partner with Care Pastors in meeting the needs of church members.

Skills & Qualifications

- Bachelor's degree from an accredited college or university.
- Minimum of 5 years of service as a lay and/or staff leader in a Southern Baptist or similarly aligned church.
- Demonstrated experience leading group discipleship environments to health and growth within a church with average weekly attendance of 1,000 or more — including measurable outcomes in group launches, leader development, and disciple-making.
- Proven developer of people's ministry skills and personal character — builds leaders who build leaders.
- Strong communicator, both one-on-one and to mid-sized groups, with the ability to cast vision and provide clear direction.
- Experience with and passion for developing biblical community through intentional group environments — including demonstrated ability to launch, multiply, and sustain healthy groups.
- Strong organizational skills with the ability to manage multiple ministries, volunteers, and responsibilities with excellence.
- Exercises wisdom, grace, discretion, and sound judgment in ministry relationships and sensitive situations.
- Proficiency in Microsoft Office, including Word, Excel, PowerPoint, and Outlook
- The proven ability to manage people, budgets, long-range planning, and plan implementation.
- Ability to learn and effectively use the church management system (Touchpoint) and other ministry-specific platforms.
- Ability to communicate effectively and professionally, both orally and in writing, with church staff, church members, and the community.
- Ability to work courteously and collaboratively with staff, volunteers, church members, and guests.
- Ability to collaborate, cooperate, and function well in a team environment across multiple ministry areas.

Special Considerations

- A personal sense of calling from God to vocational Christian ministry.
- A mature Christian who demonstrates the Fruits of the Spirit, is growing in their faith, and is committed to spiritual disciplines such as Bible reading and prayer.
- Must serve in a manner consistent with Broadmoor's mission, vision, and strategy.
- This position requires flexibility in schedule, including nights and weekends.
- Must maintain confidentiality and provide ministry support with discretion, compassion, and grace.
- Serve in the ministerial on-call rotation, providing pastoral care alongside the Care Ministry.
- This position is classified as a Sunday employee as defined in Broadmoor's Personnel Manual.
- Active membership at Broadmoor is required as a condition of employment.

Physical Requirements:

- Ability to lift up to 25 pounds.
- Prolonged periods of sitting or standing.
- Ability to use a computer for extended periods.
- Ability to move around the church campus, including stairs if applicable.
- Ability to travel locally (hospital visits, outreach, etc.).

Key Team Member

Mark Evans

Adult Discipleship and Missions Pastor

ABOUT OUR

Family of Faith

Ages

26% 0-12
12% 13-18
20% 19-34
27% 35-60
15% 60+

Demographics

36% Single
32% Married
7% Divorced or Widowed
23% with Kids

Average Weekly Attendance

1,800 in Worship and 1,400 in Groups

OUR MISSION

We are a United Family of Faith Joining Jesus on His Mission for the Glory of God and the Good of our Communities

Our Mission answers the question:
"What we will do and what we will be?"

OUR VALUES

Scripture

God's Word is the ultimate authority for faith and life.

Community

Genuine relationships are essential for spiritual formation.

Compassion

Christ's love moves us toward the hurting as agents of healing.

Generosity

God's abundant grace inspires sacrificial living.

Multiplication

Every disciple is called to make disciples.

LEADERSHIP & STRUCTURE

Church Council

The Church Council is Broadmoor's governing body. This administrative board comprises lay leaders, executive staff, and one rotating staff member. Lay leaders are elected every other year. This body monitors the church from a spiritual, administrative, and stewardship perspective.

Lead Pastor, Executive Pastor, and Ministry Lead Team

The Lead Pastor and Executive Pastor are supported by Council members and provide leadership to the broad staff, while the Ministry Lead Team supports, assists, and leads in the day-to-day execution of ministry across the church.

Deacons

The congregation elects the Deacon Body to serve, unify, and lead throughout the church. The Deacons promote peace, harmony, and cooperation among our members by extending pastoral care throughout the congregation and by serving as leaders throughout our ministries.

OUR STRATEGY

How does Broadmoor equip church members to live out this mission?"

This simple map helps connect all ministries back to our mission. We think of it as a "3+1" strategy.

Broadmoor provides 3 weekly settings for members' first steps. These venues equip members with resources and relationships for the journey of disciple-making.

1 Worship | Joining for a worship service positions us to elevate the glory of God rather than promote the value of ourselves.

2 Groups | Gathering for a group experience places us with a family of other members, learning to unite around Jesus' priorities rather than disagree over our preferences.

3 Serve | Rallying with a team of others to accomplish a shared goal situates us to see others' "needs" rather than our "wants."

God works through these shared experiences within the Church Family. At the same time, when hearts are out of alignment, a person can attend worship services, groups, and even serve on great teams and still miss out on the faith-filled life we are all re-created to experience.

The Holy Spirit is the catalyst for real, observable, and lasting life change. He draws one to follow Jesus, changes them to become like Jesus, and empowers each one toward the mission.

The Holy Spirit works inside each person in the three settings, fueled by one daily pursuit of abiding with Jesus.

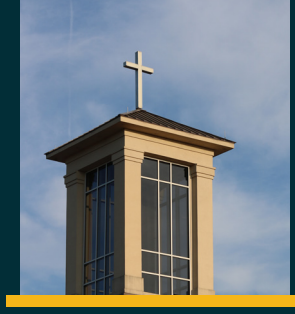
+1 Abiding in Jesus

Spending time in spiritual practices "with" Jesus rather than performing "for" Jesus.

MINISTRIES AT BROADMOOR

Our mission unites us, but we recognize that how each person lives it out may differ based on life stage, skills, and interests. Ministry staff members, leadership teams, and deacon ministry teams work together to create a culture of submission to the Word and Jesus' mission of making disciples.

NextGen	Preschool Kids Middle School High School
Adults	College Singles Men Women Prayer Connections
Creative Arts	Worship Communications Production
Care	Counseling Support Groups Benevolence Grace Ministry (Special Needs)
Missions	Local Outreach North American International



OUR HISTORY

1953

Rooted in Jackson, Planted in Madison

Broadmoor Baptist Church was born out of the rapid growth of the Jackson metro area following World War II. Chartered as an independent congregation in January 1953 as a mission plant of First Baptist Church of Jackson, Broadmoor quickly grew into a thriving community of faith. After years of ministry on Northside Drive in Jackson, the church relocated to its current home in Madison in January 2000. This move positioned Broadmoor to reach a growing and vibrant community for generations to come.

A Home Built for Ministry

The Madison campus spans 35 acres on Highland Colony Parkway, with a multi-structure facility of roughly 215,000 square feet designed to support the full breadth of Broadmoor's ministry. The campus serves thousands of members and guests each week across worship, groups, and a wide range of ministry gatherings.every member to commit up to one month to serving on mission by 2020.

Faithful Leadership, Enduring Mission

Throughout its history, Broadmoor has been shaped by pastors who have led with faithfulness and vision. The church's most recent chapter began in June 2020, when Pastor Josh Braddy became Lead Pastor ushering in a season marked by renewed mission clarity, debt freedom, and a strengthened identity as a community joining Jesus on His mission.

In 2022, Broadmoor launched a refreshed brand and ministry strategy to better align its people around shared values and equip every generation to make disciples."

Broadmoor | B + +

OUR COMMUNITY

The campus of Broadmoor Baptist Church is located in Madison the City within Madison County

Madison is in central Mississippi and is a suburb of Jackson, the capital of Mississippi. Various publications consistently rank Madison The City as one of the best places to live in the United States and the best place to raise a family in Mississippi. Madison prides itself on both safety and quality of life for all of its citizens.

Schools in Madison County

There are many opportunities for quality education in Madison. The Madison County Schools have consistently carried an A rating and are one of the largest school districts in Mississippi. There are also other options in the community including private, college preparatory, Christian, and a strong homeschooling community. The area also has many preschools and Mothers Morning Out programs, including Broadmoor's Weekday Preschool.

Shopping, Dining and Entertainment

Madison County offers a variety of shopping, dining, entertainment, and healthcare options for all ages. Located just off the interstate, Renaissance at Colony Park in Ridgeland is an outdoor shopping experience with some of the finest retail and dining in the metro area. When it comes to dining, there is no shortage of both local and national chain restaurants to accommodate any food craving. Farmers markets, family events, festivals, holiday celebrations, car shows, and movie theaters all offer entertainment and a connection to the community throughout the year.

Within 15 miles of the church's location, there are five major hospitals to serve central Mississippi, many of which have satellite clinics in Madison. Numerous facilities in the area offer varying exercise opportunities and fitness workouts. The Madison and Ridgeland communities have three beautiful and well-maintained parks providing for all sorts of recreational needs, including universal playground equipment and walking trails. Ridgeland also has 14 miles of multi-purpose trails for runners, walkers, and bicyclists. Madison County provides many athletic programs throughout the year, including soccer, basketball, volleyball, football, tennis, softball, and baseball.

COMMUNITY STATISTICS

Broadmoor's community report reflects the population within a 15-minute drive of the main campus. This area has moderate growth, and in 2016, Madison County was the second fastest-growing county in Mississippi.

Ethnic Breakdown

54%	37%	4%	3%	2%
White	Black	Latino	Asian	Other

Average Age

40

Largest Age Groups

25-44 (26%) | 45-64 (26%)
Birth-17 (23%) | 65 + (18%)

71% Family Households

29% Single Households

$$$ Highest Average Household Income in the Area

Largest Religious Affiliations

Protestant Denominations
Catholic Affiliation

Religious Community Involvement

62% Not Involved
38% Involved

Average Home Price in Madison County

$360,000

Average Home Price in Mississippi

$198,400

Average Home Price in the United States

$371,750

Madison County cost of living is 8% lower than the national average