



Position Description: COMMUNITY PASTOR 2020

(Updated Nov 2020)

ROLE TITLE	Community Pastor
ACCOUNTABLE TO	Lead Pastor. In the absence of a Lead Pastor accountability will be to the Acting Lead Pastor or Board of Elders.
LOAD	Full time, 5 days a week (including Sunday).
DURATION	Initially for 3 years with a standard 6 months probation period.
DATE EFFECTIVE	

POSITION OVERVIEW	
<p>With a passion for the unchurched community, we are seeking to raise up a leader to train, support and equip the people of Whitehill Church to be faithful in fulfilling the Great Commission. Working with staff to develop, refine and implement the strategic outreach plan and processes, this role will contribute to the core areas of outreach, integration, training and preaching.</p>	

PRIMARY RELATIONSHIPS	
Internal Relationships:	Lead Pastor, staff team, congregation, outreach, prayer and integration teams.
External Relationships:	Churches of Christ care workers, local community groups, schools, referral networks such as counsellors, and as many other external contacts as are beneficial for the gospel.

CONTEXT	
<p>Outreach is the core outworking of a love for the unchurched. This heart for the lost calls the shepherd to leave the 99 and seek the 1 lost sheep. Whitehill has this heart for the lost and wants a person to help coordinate, lead and especially train and equip people to better connect with the community and share faith in a modern culturally relevant way.</p> <p>Integration is core to helping new people find a home at Whitehill. Most people visiting a church are asking, "Can I belong here, can this place become home?" Integration and connection is welcoming guests and visitors, helping new attenders take their next steps: be introduced to church, get connected relationally. People often want to belong before their believe. We want all people to feel they belong to the Whitehill community.</p>	

KEY COMPETENCY

- Vital and growing relationship with Jesus
- Strong communication and interpersonal skills
- Able to relate well to a broad cross section of the community in sharing the gospel, Ability to strategically network with community contacts
- Ability to build team and work in a team environment - Team builder, leader and team player
- An understanding of leadership development; empowering and equipping volunteers
- Sound understanding of integration ministry
- A gifted teacher/preacher
- Well organised and able to develop systems and processes
- Time management and organisational skills
- Able to delegate and provide supervision of other leaders
- Able to assess risk and comply with safe practice
- Able to recognise personal and professional strengths and limitations in providing pastoral care, and refer people to more experienced leaders as necessary
- Able to build meaningful and credible relationships with stakeholders

EXPERIENCE AND QUALIFICATIONS

- Proven experience of leading people to Christ.
- Proven, previous experience in building and leading ministry teams
- Experience serving in a ministry team environment.
- Experienced preacher with experience in evangelistic and expository preaching.
- Good admin, Computer skills and an understanding of social media
- Must be a mature and growing believer with exemplary Christian Character
- Have a valid Working with Children Check/Blue Card number (paid).
- Supply a national police check clearance for employment (eg. www.checked.com.au)
- Committed to the vision and direction of Whitehill Church of Christ
- Willingness to become a member of Whitehill Church of Christ
- Biblical/Theological qualifications at degree level (or currently pursuing qualifications) or equivalent
- Willingness to become recognized as a ministering person with Churches of Christ Queensland

KEY RESPONSIBILITIES

KEY RESPONSIBILITY	KEY FUNCTIONS
<p>1. Provide Leadership and Direction for Community Outreach Ministry</p>	<ul style="list-style-type: none"> • Be committed to evangelism and therefore personally seek to lead people to faith in Jesus Christ as their Saviour. • Work with the Lead Pastor, staff and the congregation to develop and implement effective outreach strategies throughout the church and its ministries. • Organise, train, equip and support the development of evangelists and the congregation for incarnational evangelism (eg. sharing their faith to the unchurched). • Mentor ministry leaders in outreach strategies to maximise evangelistic opportunities. • Plan, coordinate and execute an attractional strategy for outreach with the staff team for multiple church outreach events each year (eg. Christmas, Easter etc..) • Run Outreach and Training Courses as required (e.g. new members, evangelism training, alpha courses) • Co-ordinate and assist with the development of Whitehill online outreach and connection media points (eg. Website, Facebook etc...).
<p>2. Provide Leadership and Direction for the Integration ministry</p>	<ul style="list-style-type: none"> • Develop and implement effective integration strategies • Recruitment, development and training of leaders and teams in order to progress the Connection teams (Connect, Morning Tea, Café, etc..) • Oversee follow up processes for visitors (email, phone calls, new comers lunch etc.) • Administration of the Visitor and Newcomers Database to ensure accurate records of newcomers are kept. Utilise elvanto for effective integration management (people flow and automated processes etc) • Collaborate with youth, children's, men's and women's, and community outreach ministry to develop effective strategies, process, and systems for integration • Oversight of the production of Welcome materials eg. Welcome Pack. • Organise and facilitate the follow-up of visitors and newcomers (incl. Letters, phone calls, visits). This also includes planning and oversight of 4-6 Welcome meals per year or as required. • Oversight and develop the Church Partnership Course for new members. • Help to teach the congregation the priority of welcoming newcomers and showing them hospitality. • Lead Connect Teams to assist in major outreach projects (eg. Carols.) • Model and train the congregation to greet new people before and after services, getting to know visitors and new members.

**3. Preaching and
General pastoral
duties**

- Serve as member of the preaching team (approx. 10-14 times a year)
- Actively participate in fortnightly staff meetings (currently Tuesday) to ensure the ministry of Whitehill is united and coordinated.
- Conduct celebrations as required (this includes funerals, dedications, weddings, baptisms, commissioning for special work, and welcoming new members)
- Collaborate with ministry team in the development and implementation of a leadership pipeline for emerging leaders.
- Serve as a Child Safe Coordinators for your ministries
- Assist Senior Pastor as required.

CONDITIONS

Remuneration and other details are outlined in the employment contract.

ACKNOWLEDGEMENT

I acknowledge that I have read and understood the key result areas described in this Position Description and agree to carry out my duties to meet these outcomes to the best of my ability. I also understand that at times I may be required to undertake other duties relevant to the position that are not listed in this statement. I have received a copy of this Position Description.

Church Leadership

Name: _____

Signature: _____

Date: _____

Employee

Name: _____

Signature _____ Date _____