



NORTHVIEW COMMUNITY CHURCH

JOB DESCRIPTION

Community Groups Pastor

DEPARTMENT: Discipleship
REPORTS TO: Discipleship Pastor
ALLOTTED HOURS: 45 hours/week
POSTED: June 22, 2022

MINISTRY CONTEXT

The person called to this ministry must be in agreement with Northview's confession of faith, mission, vision and core values and must have a passion for the ministry of the church. The incumbent must also be a mature Christian believer qualified for leadership within the church.

PRIMARY FOCUS

The Community Groups Pastor will be responsible for fostering community within the church and assisting all congregants to be connected to groups which gather, grow and go.

MINISTRY RESPONSIBILITIES

1. VISION AND STRATEGY TO DEVELOP COMMUNITY GROUPS (30%)

- a. To develop and implement strategies which connect Northview attendees to the community mission of the Church. This would include:
 - i. Implementing the vision for Community Groups.
 - ii. Community Group leader training.
 - iii. Creating on-ramps for attenders to connect with community groups.

2. OVERSIGHT/RECRUITMENT OF COMMUNITY GROUP LEADERS (40%)

- a. Community Group Leader Recruitment
 - i. Develop a process to find and discern new leaders.
 - ii. Develop an apprentice program.
 - iii. Develop thorough orientation for new leaders.
- b. Community Group Leader Development
 - i. Regularly coach and assess Community Group leaders, helping them to develop strategies and pathways to gather, grow and go.
 - ii. 'On Call' for Community Group Leaders to contact with concerns, questions or comments about Community Groups. Be available at weekend services for impromptu meetings and conversations.
 - iii. Help to Organize Ministry Leader Breakfasts/Training Sessions 3 times per year.
- c. Liaison with NYA and Bible Study group leaders to share training initiatives.

3. OTHER DISCIPLESHIP DEPARTMENT DUTIES (10%)

- a. Oversee Discipleship Courses aimed towards community outreach and integrating new believers into the church community (such as Questioning Christianity, Alpha or Christianity Explored, TLC courses)
- b. Helping to develop and oversee initiatives to strengthen missional engagement in community settings (eg. Faith and Work Initiatives, Vocational Guilds etc)

4. ADMIN AND OTHER PASTORAL DUTIES (20%)

- a. Meet weekly with other pastors for prayer and study together.
- b. Attend Congregational, Board and Commission meetings as required.
- c. Attend Pastoral and Staff meetings as required.
- d. Other Pastoral duties such as weddings, funerals, counselling, visitations etc. as required.
- e. Oversee Immerse Interns, Interns, and Admin Assistant.
- f. Manage the budget for the Community Department.
- g. Other duties as requested by the Lead Pastor.



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STATEMENT OF RELATIONSHIPS

The Community Groups Pastor reports directly to the Discipleship Pastor. It is expected that he/she will work collaboratively with the other Community Pastor(s) in the Discipleship Department. The Community Groups Pastor must seek to carry out ministry in the context of the mission, vision and values of Northview. It is important for the individual to understand that they are part of a ministry team. As such, the Community Groups Pastor is expected to resource other ministry departments as they seek to carry out ministry at Northview.

QUALIFICATIONS

1. Minimum of a Bachelor's degree in a related field.
2. Experience in pastoral ministry and the areas of strategic planning and implementation.
3. Skills in personnel management and team development flowing from a pastoral heart.
4. Demonstrated ability to develop, equip and empower volunteer teams.

PERSONAL CHARACTERISTICS

The following characteristics are considered essential for the candidate to be successful in this role:

1. A penchant for leadership development.
2. Willing to empower others to lead.
3. Ability to have good rapport with a wide variety of people.
4. Able to communicate clearly.
5. Agrees doctrinally with church leadership on primary and secondary level beliefs.
6. Is known to have a lifestyle that honors and uplifts the name of Christ.

The incumbent must make Northview Community Church his/her home church.