



HILL COUNTRY

BIBLE CHURCH

JOB DESCRIPTION

Community Impact Director

Job Classification: (Full Time, Exempt)

Date: Nov. 2018

One of our deepest passions is to mobilize and equip people to be the hands and feet of Jesus in our community – making a tangible difference in the lives of those around us and serving people in a variety of ways. By doing so, the Community Impact (CI) Ministry of Hill Country Bible Church strategically aligns with our mission: Each of us, together... saturating Greater Austin with the love of Jesus.

OUTCOMES AND RESULTS – SUCCESS IN THIS POSITION WILL RESULT IN:

1. Our church family is being the hands and feet of Jesus and saturating our community with His love. Felt needs are being met in the daily lives of people and we are ensuring they have repeated opportunities to see and know Jesus.
2. Effective shepherding, care and discipleship of Ministry Leaders and their volunteer teams – leading them to Christian maturity as fully formed followers of Christ.
3. Community Impact focus areas (Educations, The Christians Resource Center and Missional Teams) are maximized and streamlined for greatest effectiveness; continuous collaboration engagement and evaluation with the Community Impact Pastor and Team.
4. Community Impact leadership and missional ministry teams are built and empowered to take greater ownership of the ministry; they are developed to lead relationally, successfully execute ministry, share the Gospel and make disciples.
5. New leaders are being identified, developed and deployed into ministry.
6. Successful collaboration, unity in vision, and clear communication of ongoing opportunities across all Hill Country campuses and between church-wide ministries, leaders and volunteers.
7. Effective partnership with Small Groups Ministry and other ministries/individuals to resource and support the “serve” component of BLESS (**B**egin to pray, **E**at together, **S**erve, **S**hare your story/God’s story).
8. Catalytic outreach events are strategically connecting our church family to relationship-building and serving opportunities that ignite and develop a growing passion for those who don’t yet know Christ.
9. Strategic relationships and partnerships are built in the community and with other agencies. We are representing Christ well while effectively pointing people towards other avenues of help to best meet their needs.

MAJOR RESPONSIBILITIES AND ACTIVITIES:

1. Promote, encourage and empower assigned ministry teams and events in our 3 focus areas: Education, Christian Resource Center, & Missional Teams.
2. Meet regularly with people - praying with them and modeling our philosophy of ministry (who are you, where are you spiritually, and how can I help you take a next step?).
3. Build strategic relationships/partnerships in the community. Establish and maintain relationships with community leaders/agencies to connect people to our ministries and partner with agencies where we do not provide service. Be an ambassador of Jesus Christ and HCBC in the community and with our partners.
4. Assist individual members to connect to existing CI Serving Opportunities or launch entrepreneurial ministries/outreach to the community which tie to our ministry purpose and vision but are not directly owned by the church.
5. Personally, commit to our church goals and cast vision so others catch and commit to these goals as well:
 - a. **Fully formed followers of Christ** – Yearly, making disciples who make disciples. We define a disciple, or fully formed follower of Jesus as someone who is identified as a Worshiper, a Witness, a Servant and a Disciple Maker
 - b. **Gospel Saturation** – we are called to saturate the geography around us with the love of Jesus. We desire every follower of Jesus who is part of the Hill Country family to have an intentional approach to ensuring that people where they live, work and play have repeated opportunities to see and know Jesus

- c. **Leadership Development** – develop godly leaders; commit to identify, develop, deploy and coach new and existing leaders; be an owner in the leadership development process
6. Create and execute yearly Ministry Action Plans (MAP) with prescribed quarterly goals. Lead, serve and oversee events, engagement, and large projects related to each.
7. Develop, manage, and operate an approved CI budget and help supervise/coach CI Coordinator Staff.
8. Meet with ministry leaders (staff, leaders and volunteers) across all campuses and ministries to ensure a collaborative and cohesive approach; regularly communicate across a variety of channels.
9. Understand and align with our core beliefs - <https://www.hcbc.com/our-beliefs>, ministry philosophy, mission, vision, values and pathway.
10. Understand and align with the Community Impact philosophy to build stronger individuals and families by initiating and building a relationship with Christ, owning personal responsibility, and teaching to fish rather than focusing on giving fish.
11. Serve as a successful and contributing member of the overall staff team of Hill Country Bible Church; participate in staff events (such as weekly staff meetings (Unite), pastor/director development (Pipeline), engage in church-wide initiatives, special events (including Christmas Eve and Easter), and more (such as rotating as MOC – Minister on Call).

REQUIRED KNOWLEDGE, SKILLS AND ABILITIES:

1. Mature Christ follower who is capable to pray, disciple, and encourage people; trustworthy and proven ability to guard confidentiality. Theologically aligns with our Core Beliefs.
2. Highly relational leader with proven ability to connect, communicate, inspire and engage others.
3. Experience developing and empowering Ministry Leaders/Volunteers; coaching leaders in the context of ministry/local church.
4. Passion for Community Impact Ministry and ability to coach and inspire others to serve in the local community.
5. Strategic thinker with organizational gifts who can oversee/implement/track and evaluate ongoing ministry.
6. Team player who values collaboration; positive, genuine and humble disposition that works well in a matrixed organization (ability to lead and follow well, submit in love, and work out differences in a Biblical manner).
7. Ability to lift and carry 25 lbs. (moving tables/chairs, setting up for events, etc.)
8. Availability to work some Sundays, Evenings, Christmas Eve, and Easter; membership at Hill Country Bible Church is required

CULTURE AND CLIMATE:

1. Position reports to Doug James, Community Impact Pastor as part of the Community Impact Ministry Team. Works with Sydney Rea –CI Events/Admin Coordinator (25 hours) Elizabeth Hunter -Marr/Comm Coordinator (20 hours)
2. Staff culture is goal-oriented, collaborative, with accountability
3. Core Values: Responding to God’s Word, Engaging Generations, Celebrating Life Change, Thinking Beyond Ourselves,