



HILL COUNTRY

BIBLE CHURCH

JOB DESCRIPTION

Church Planting Director

Full-Time, Exempt

Updated: May 2019

Our Mission: Each of us, together... saturating Greater Austin with the love of Jesus.

Our Vision: Together, our vision is to be a movement of changed lives that impacts Greater Austin and beyond for Christ.

This Job: The person who serves in this role will lead our **Church Planting** endeavors. They will work with our Campuses, Association of Hill Country Bible Churches, Staff, and with lay leaders to identify, assess, train and unleash the next generation of Church Planters.

Within our team, they will work with key leaders and staff to establish a robust **leadership pipeline** where hundreds of passionate Christ-followers are developed and deployed into every sector of society to serve as church planters, missionaries, pastors and effective leaders in ministry and the marketplace. Our desire is to see more and more leaders developed and sent out from Hill Country Bible Church.

In addition to Church Planting and Leadership Development, this person will lead **Saturate Austin Institute (SAI)**. SAI is an "in house" four-course educational experience for people to learn and grow in biblical leadership principles, theological training with practical application and life change, and to be led by gifted and experienced instructors. This is one resource to develop leaders for next steps - allowing people within our community and congregation to prayerfully consider what God has for them next while they receive training and practical application (without having to leave their current community and jobs).

SUCCESSFUL OUTCOMES AND RESULTS:

1. Church Plants are multiplying across the city – most of these plants are led by Pastors and lay-leaders who have been raised up from within
2. The Association of Hill Country Churches receives leadership, direction and strategies to accelerate multiplication efforts; we are planting churches, launching campuses and giving away people and resources for the advancement of the gospel.
3. Leaders at Hill Country Bible Church (all campuses and association-wide) are identified, developed and deployed into the harvest -- they are saturating Greater Austin and beyond with the love of Jesus.
4. Leadership Development and a robust Leadership Pipeline are prioritized and functioning well across all levels of the organization.
5. Leaders/participants who attend Saturate Austin Institute are provided a meaningful and biblically-sound theological framework, with real life applications into their current life and ministry context that moves them forward to where God is leading them next.

MAJOR RESPONSIBILITIES AND ACTIVITIES:

1. Understand and engage in the mission, vision and ministry rhythms of a large, multi-site church; participate and personally own Church Goals as an effective leader on the staff team. Church Goals:
 - a. Fully Formed Follower
 - b. Gospel Saturation
 - c. Leadership Development

2. Make disciples who make disciples (fully formed followers of Christ). Personally, walk with a handful of people each year to own their identity and life patterns in Christ (Worshiper, Witness, Servant and Disciple Maker). Experience life change in your own daily walk as you share in authentic community and relationships.
3. Identify, assess, evaluate, train and coach church planters; launch them for growth and impact.
4. Encourage, align and coach existing church plants and planters for the long haul.
5. Serve as a contributing member on the Board of our Association of Hill Country Churches – giving leadership, input, and strategies to our church planting endeavors.
6. Collaborate with ministry leaders and executives across our church staff team (Lakeline, Steiner Ranch, Brushy Creek and Crystal Falls Campuses); build strong relational capital and trust with staff and lay leaders. Spend time with people and leverage these networks.
7. Become a key influencer in the identification, development and deployment of leaders for a Leadership Pipeline of future ministry leaders, pastors, directors, elders, missionaries, church planters, and more.
8. Provide visionary leadership for the most effective tools in developing leaders, including responsibility for the overall leadership of Saturate Austin Institute (SAI).
9. Ensure participants in SAI are taking next steps (now what?); fortify the mentorship connection and relationships necessary to do so (often with the ministry leader who recommended or sponsored them)
10. Ensure that engaging instructors are raised up from within to both staff/train/teach at the current SAI location as well as envision and execute the future telescoping of SAI learning centers across the Association of Hill Country Churches (AHCC) and beyond.
11. Build a SAI Leadership Team to plan, organize, lead and evaluate the leadership training ministry.
12. Serve as an effective member of our overall staff team; engage in Church Goals, Special Initiatives, Staff Meetings, Worship Services, Special Events, Yearly Planning Process, etc.

REQUIRED KNOWLEDGE, SKILLS AND ABILITIES:

1. Models the biblical definition of an overseer/elder – 1 Timothy 3 and Titus 1
2. Demonstrated behaviors of a Mobilizer with a collaborative approach to work
3. Mature Christ follower; theologically aligned (see core beliefs)
4. Embraces the value of disciple-making as the key to multiplication to reach the world
5. Effective communicator who correctly handles God's Word (2 Timothy 2:15)
6. Multi-site church experience preferred (not required), church plant experience preferred (not required)
7. Biblical training and expertise
8. Seminary degree preferred; undergrad required

CULTURE AND CLIMATE:

1. Position reports to and works closely with the Executive Team; Direct Report to Eric Creekmore
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