



# HILL COUNTRY BIBLE CHURCH

## **JOB DESCRIPTION**

## **LOCATION DIRECTOR, STEINER RANCH**

Job Classification: Full Time, Ministerial Exception

Date: Feb. 2022

### **PURPOSE**

The Location Director will keep the Mission, Vision, Values, One Church and Ministries aligned and in focus. They will champion and ensure all Steiner Ranch location staff and servant leaders own our multi-site philosophy and purpose: *"The purpose of Multi-site is to multiply the impact of Hill Country's mission, vision, and values by strategically placing unified locations throughout Greater Austin."*

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

1. All ministry is viewed through the lens of the mission, vision, and values of Hill Country
2. Weekend services reflect One Church and operate smoothly so that people can connect with God
3. Through personal ownership and effective leadership:
  - a. Small Groups connect people in authentic community where they grow, learn, and mature in Christ
  - b. New people are connected to the life of Hill Country and existing members (and attenders) are taking next steps of engagement with Jesus
  - c. Church Goals are strengthened at your location:
    - i. Disciples are reproduced (Fully Formed Followers)
    - ii. Growing passion for Gospel Saturation (saturating our community with the love of Jesus through an intentional BLESS approach)
    - iii. Leaders are being developed and deployed for kingdom impact; they are stepping into their Masterpiece Mission (Eph. 4 model)
    - iv. We are reaching The One (someone currently far from God or unengaged in their spiritual growth)
  - d. There is strong collaboration with One Church Central and Support Services as needed (Communications, Production, IT, HR, Finance, Facilities, etc.)
  - e. Focus ministries are unified and effective across locations: Personal Spiritual Growth, Family Ministry, and Outreach
4. Compassionate care and shepherding are provided to members and attenders; strong relationships are cultivated with key leaders and influencers
5. There is a growing engagement and leadership presence in the community and Circle of Accountability (COA) of the location

### **MAJOR RESPONSIBILITIES AND ACTIVITIES:**

1. Understand, engage, and personally own the Mission, Vision, and Values of HCBC, Church Goals, and One Church
2. Serve on the Small Groups and Connections Teams for your location; ensure they are aligned with central leaders/ministry
3. Facilitate, collaborate, and connect with ministry leadership from our Personal Spiritual Growth, Family, and Outreach/Multiplication ministries to develop lay servant-leadership at the location
4. Provide service hosting; serve as the sermon back-up communicator; connect people to Discover Hill Country and next steps
5. Provide care/shepherding to members and attenders - people receive thoughtful communication, shepherding, biblical guidance, celebration, and support for life events (wedding, funerals, baptisms, etc.)
6. Recruit and develop leaders for all ministries; assemble and empower set-up/tear down teams
7. Serve as the "Buck stops here!" person on Sunday in case of technical crises, security concerns, etc. and as the functional leader in any crisis/emergency situation for services, events, etc. at your location
8. Effective location oversight and responsibility for accurate budgeting, management of dashboard (outcomes)
9. Spend time with people – develop strong relationships with key influencers and high-capacity leaders
10. Spend time in the community - strategic engagement in community meetings and events, relationship development with school or other entities

### **REQUIRED KNOWLEDGE, SKILLS AND ABILITIES:**

1. Vision caster, strong communicator, and highly collaborative leader
2. Minimum 5 years leadership experience in the Church or Marketplace (with lay leadership in the local church)
3. Proven developer of people – staff, lay leaders, volunteers; multiplies disciples
4. Strategic and outcome-oriented; proven experience leading/tracking results; BA or similar required

### **CULTURE AND CLIMATE:**

1. Position reports to Executive Pastor, Paul Schulz

2. Staff culture is goal-oriented, collaborative, with accountability, priority of personal evangelism
3. Sees themselves as an owner of the mission, vision, and values of Hill Country Bible Church
4. Theologically aligns with the core beliefs of HCBC; meets biblical requirements for an overseer
5. Core Values: Responding to God's Word, Engaging Generations, Celebrating Life Change, Thinking Beyond Ourselves, Loving Our Neighbors