



JOB DESCRIPTION

Small Groups Director

Job Classification: Ministerial Exception; Full Time

June 2021

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

1. Hill Country Small Groups ignite and fuel authentic community that connects, grows, and BLESSes (Acts 2:46-47).
 - a. CONNECT with each other in close, Biblical relationships
 - b. GROW in our relationship with God, and
 - c. BLESS those who don't yet know Jesus Christ
2. The Small Groups Ministry moves the vision and mission of Hill Country Bible Church forward; ministry activities and priorities align and advance the Small Groups Ministry Purpose and Plan (MP&P)
3. People are experiencing life change in Small Groups community:
 - a. People are coming to faith in Jesus Christ because individuals in our small groups are living out and sharing the Gospel
 - b. Small Group participants are engaged in meaningful community and growing as disciples of Jesus Christ, living out His call to make disciples who make disciples (Fully Formed Followers)
 - c. Small Group leaders and coaches (new and existing) are identified, developed, and deployed; a thriving small group Ministry Leadership Team is shepherded well and taking greater ownership of the ministry across all locations (Leadership Development through an Eph 4 model)

MAJOR RESPONSIBILITIES AND ACTIVITIES:

1. Understand and demonstrate ownership of the mission and vision of Hill Country through an aligned Ministry Purpose and Plan (MP&P)
2. Equip and develop small group leaders and coaches to strengthen the mission of HCBC and to make disciples who make disciples (Fully Formed Followers of Jesus Christ)
3. Model our relational philosophy of ministry – who are you, where are you at spiritually, and how can I help you take the next step
4. Train, equip, resource, and ensure that small group leaders and coaches have practical ways to connect with and reach their un-churched community with the Gospel (an intentional approach to Gospel Saturation through a BLESS approach – see GS and DM below)
5. Develop leaders for the ministry as well as for an over-arching leadership pipeline of future pastors, church planters, elders, missionaries, and more
6. Lead the Small Group Ministry through a servant leader Ministry Leadership Team
7. Serve as a contributing member of the overall HCBC Austin staff team at the Director level
8. Collaborate with pastors, directors, and leaders at the Lakeline Location to help ministries integrate a life-transforming small group philosophy in their ministry.

MAJOR RESPONSIBILITIES AND ACTIVITIES for Gospel Saturation & Disciple Making:

1. Works with the Discipleship Pastor in the implementation of the Gospel Saturation (GS) & Disciple Making (DM) Ministry Purpose and Plan
2. Sits on the GS/DM Core Leadership team and commits to lead one of the HCBC locations in the areas of GS & DM
3. Equips small group leaders and ministry leaders in BLESS and Gospel Saturation through groups
4. Equips disciple makers in different aspects of Fully Formed Follower of Jesus Christ

REQUIRED KNOWLEDGE, SKILLS AND ABILITIES:

1. Passion for Small Groups ministry with evidence of life change/transformation in small group community
2. Proven ability to communicate well in a variety of settings - small groups, large groups, training, etc.
3. Learner and leader; proven abilities and interpersonal skills in personal evangelism, disciple making, and developing leaders by employing practical and relevant methods
4. Understands and models the HCBC approach to making disciples and evangelizing those far from God
5. Sees themselves as an owner of the mission, vision, values, and pathway of Hill Country Bible Church
6. Theologically aligns with the core beliefs of HCBC and becomes a church member within 3 months of hire
7. BA or BS preferred

CULTURE AND CLIMATE:

1. Position reports to the Small Groups Lead Pastor
2. Staff culture is goal-oriented, collaborative, with accountability, priority of personal evangelism
3. Core Values: Responding to God's Word, Engaging Generations, Celebrating Life Change, Thinking Beyond Ourselves