



# HILL COUNTRY

## BIBLE CHURCH

### **JOB DESCRIPTION**

### **Small Groups Lead Pastor**

**Job Classification: Full Time, Exempt**

**Date: Nov. 2018**

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

1. The Small Groups Ministry is creating small group communities focused on spiritual transformation, developing new and existing leaders, and saturating our community with the Gospel. This is accomplished by embracing the values of Small Groups to:
  - 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 advances the core mission of Hill Country Bible Church: Each of us, together...saturating Greater Austin with the love of Jesus.
3. There is expansion of Small Groups and the number of Small Group leaders across all campuses.
4. Small Group leaders and coaches are identified, developed, and deployed; a thriving leadership team is shepherded well and taking greater ownership of the ministry.
5. Each Small Group is open to new people and receives them well.
6. Each Small Groups leader has identified an apprentice leader with a plan to multiply sometime in the future.
7. Christ followers in Small Group communities are personalizing and engaging in an intentional (BLESS) approach as their personal evangelism strategy, and are praying for, connecting with, and sharing the Good News of Jesus with people where they live, work and play.
8. Direct Reports (staff) are growing spiritually, personally, and professionally; there is a healthy staff culture on the Small Groups team and high collaboration with all ministries across all campuses as we live out "one church in multiple locations."

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

1. Understand and communicate the vision of Small Groups in all settings.
2. Build (recruit, develop, deploy, coach, disciple) an effective team of leaders that are committed to the Small Group values of: Connect, Grow, and BLESS
3. Equip and develop small group leaders and coaches to strengthen the mission of HCBC
4. Develop leaders for the ministry as well as for an over-arching leadership pipeline of future pastors, church planters, elders, missionaries and more.
5. Equip and ensure that small group leaders and coaches have practical ways to connect with and reach their community with the Gospel (BLESS).
6. Collaborate with pastors, directors, and leaders across all campuses to help ministries integrate a life-transforming small group philosophy in their ministry.
7. Develop, own and communicate an annual calendar of Small Group life, and manage the ministry to increasing participation and commitment in small groups.
8. Manage your staff team through prayer, one-on-ones, development, team meetings, training and evaluation; lead the annual MAP (Ministry Action Plan) and budget for this ministry.
9. Serve as an active and contributing member of the overall HCBC Austin staff team at the Pastoral level
10. Participate in church-wide staff meetings and initiatives, special projects, serving in the Minister on Call (MOC) rotation, etc.
11. Actively disciple a few men each year who commit to being disciple makers; become an owner in living out our definition of a fully formed follower of Christ.

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

1. At least 3 years' experience in Small Group ministry and leadership development – displaying the ability to disciple, coach and develop leaders in a growing church context
2. Passion for Small Groups ministry with evidence of life change/transformation in small group community
3. A strategic thought process in leading a ministry, dealing with ambiguity, identifying effective solutions, and envisioning future state; problem solver with strong bent towards growth
4. Proven ability to communicate well in small and large group settings
5. Ability to adapt quickly and function in an integrated ministry within a large, matrixed organization

## **CULTURE AND CLIMATE:**

1. Position reports to the Executive Pastor of Ministries; position manages the Small Groups staff team
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