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| Job Title: | Pastor of Outreach |
| Location: |  |
| FLSA Status: | Exempt |
| Reports To: | Lead Pastor |
| Date: | August 31, 2021 |

**Role Purpose**

Our mission is to love radically, live generously and watch Jesus do the extraordinary. We do this by developing disciples who:

* Encounter Christ in Worship
* Grow in Relationship with Others
* Serve the World on Mission
* Live Generously

The Associate Pastor supports Faith Community in achieving this mission and supports the congregation on all campuses to fulfill its mission through preaching, pastoring, and inspiring outreach.

**Core Expectations for all FCC Staff Members**

* Membership at Faith Community Church
* Belief and commitment to the mission, vision, and staff values as established.
* Belief and commitment to the Church Bylaws.
* Commitment to the church’s discipleship strategy, in personal practice as well as ministry leadership.
* Perform all duties in an independent and professional manner with a high level of integrity.

**Core Duties and Responsibilities**

The following represents a list of essential duties and responsibilities. Other duties may be assigned as required.

* Be a member of our Pastors and Directors Team collaborating on
  + Implementing our Vision, mission and ministry model
  + Develop Church Wide and Ministry Specific Objectives and Key Results
  + Participate in staff development
  + Pray regularly
* Collaborate with other ministries in the church to accomplish FCC objectives and key results.
* Passion for outreach
  + Recruit, train and develop an Outreach Lead Team to direct the outreach work of FCC
  + Cast vision, develop programs and processes to implement the PEACE Plan for FCC
  + Champion community engagement in our campus communities
    - Recruit, train and develop event teams to execute community engagement events at FCC
    - Develop church wide opportunities to do good in line with the PEACE Plan focus
    - Design, plan, execute and evaluate these opportunities for maximum community impact and transformation
    - Develop mechanisms for engagement opportunities to increase new guests at FCC
  + Inspire, develop and nurture the mobilization of campus attendees into a missional force
    - Develop, in accordance with people’s SHAPE, methods for individuals to serve their community on mission.
    - Network individuals and communities to create a missional force for good and a powerful apologetic for Christian faith in our campus communities.
    - Guide these networks and individuals to link unchurched people with vibrant churches, including our own campuses.
  + Oversee Starting Point Process
    - Recruit, develop and nurture Starting Point Group Leaders
  + Offer Starting Point groups regularly for people seeking to connect with Christ
* A pastoral heart
  + Able to perform pastoral duties (weddings, funerals, counseling, care, visitation)
  + Support pastoral efforts on all campuses alongside existing pastoral staff
* Strong communicator
  + Participate as a member of our teaching team
  + Able to preach the Word of God effectively using our established principles
    - cultural relevance
    - biblically based
    - application oriented
  + Proficiency in speaking to large and small groups with inspiration and effectiveness
  + Proficiency in the use of multimedia in presentations (videos, images, props etc.)
* Budget and manage financial responsibilities for the above duties and responsibilities

**Other Duties and Responsibilities**

* Participate in All Staff Meetings and meet foundational expectations for All Staff Members.
* Member of Hopkinton Lead Team Meetings
* Willing to embrace and be trained in, and agrees with, Purpose Driven Church Principles
* Willing to grow and expand in their role as the church grows

**Experience, Education, and Skills**

* 3+ years’ experience in pastoral work- required
* 2+ years’ experience leading in mid-size church (500) with multiple teams – preferred
* Master’s degree in related theological and biblical subjects - required
* Exhibit a personal faith in Jesus Christ as Lord, seeking to grow in faith
* High level of integrity and dependability
* Personal effectiveness, demonstrates respect for others, integrity, discretion and consistency in word and deed, able to accept changes and constructive feedback.

**Winning Behaviors and Competencies**

* Excellent interpersonal skills; communicates effectively through all levels of the organization
* Self-directed, takes initiative
* Strategic thinker
* Ability to be detail and task oriented.
* Strong organizational skills and administrative capabilities
* Team oriented-works well in a team environment
* Consistently demonstrate ability to recognize and deal with priorities.

**Hard Skills**

* Microsoft Office skills including Teams (willing to learn)
* Proficient with virtual meeting software (Zoom and Teams)

I understand and agree to the duties and expectations of my role as outlined in this job description.

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| **Employee Name:** |  |  |  |
| **Employee Signature:** |  | **Date:** |  |
| **Approved By Director:** |  | **Date:** |  |