

POSITION DESCRIPTION

Position Title: Care and Connection Pastor
Department: Senior Leadership Team
Load: Full-time
Location: 47 Jennifer Street, Seventeen Mile Rocks QLD 4073

Position Overview

The Care and Connection Pastor as a member of the Senior Leadership Team (SLT) is responsible for oversight of processes of pastoral care, Life Groups, newcomers' flightpaths and integration, Host Teams, and volunteer mobilisation.

The Care and Connection Pastor will champion a church-wide vision of how ministry areas can best develop and maintain effective onboarding processes of newcomers from the community until they are integrated within the Riverlife church community.

The Care and Connection Pastor is directly responsible for:

- Developing and driving the strategic planning and delivery for the Care and Connection Ministry
- Overseeing and working alongside of the Care Pastors and Pastoral Assistant
- Overseeing and working alongside of the Riverlife Counselling Centre Staff
- Overseeing and working alongside volunteer leaders in the areas of Host teams, Newcomers, Pastoral Care, and Volunteer Mobilisation Ministries
- Provide systems, processes, and strategic oversight for the integration process of Riverlife inclusive of Host Teams oversight and Newcomers
- Ensure effective pastoral care of the Riverlife family
- Providing oversight of Life Group development, training, maintenance, alignment and record-keeping
- Work collaboratively with the Pastor of Spiritual Formation to provide resourcing for Life Group Ministry

The Care and Connection Pastor will work with leaders of other ministries to ensure that people are given the best opportunity to develop strong relationships within their ministries modelling kingdom family among members and to assist in identifying and implementing clear onboarding opportunities for newcomers grow in their faith, service and mission in community, and commit to participating membership of Riverlife Baptist Church.

Key Relationships & Accountability

Reports To:	Senior Pastor
Direct Reports:	4 - Care Pastors (2), Riverlife Counsellor, Care & Connection Pastoral Assistant
Key Interaction:	Senior Leadership Team, Care and Connection Team, Age-Based Ministries, Communications Team and Operations Manager

Key Result Areas	Outcomes
1. Ministry Visioning, Planning and Evaluation	(a) Develop and deliver a Care and Connection Ministry vision that is: <ol style="list-style-type: none"> i. aligned with the Riverlife Vision, Mission and Values; ii. biblical, relational, purposeful, and relevant; iii. communicated to the Ministry staff, volunteers and members. (b) Strategies and programs that accomplish the objectives of the Care and Connection Ministry, are identified, evaluated, established, implemented and regularly reviewed to meet the needs of the Ministry (c) Implement a comprehensive presence-centred integration process. (d) Ensure timely and accurate database records and workflows across the Care and Connection and Life Group Ministries.
2. Strategic Planning & Budget Oversight	(a) Develop and drive the strategic planning of the Care and Connection Ministry encompassed within the respective Ministry Impact Plans within the portfolio. (b) Development, oversight and accountability of approved budget and resources allocation for the ministry portfolio including regular reporting in consultation with the Administrator.
3. Leadership Development	(a) Programs and processes designed to select, train and develop the leadership necessary to meet both current and expanded needs of the Care and Connection and Life Group Ministries. (b) Regular meetings and performance reviews of associated Care and Connection Ministry staff.
4. Care and Connection	(a) Strong relationships are built within the Care and Connection Ministry modelling kingdom family among members. (b) Identify and implement clear onboarding opportunities for newcomers. (c) Ensure the individual care needs of employees and volunteers within the Care and Connection Ministry are addressed and ministered to. (d) Work in a collaborative manner to support all other areas of ministry (primarily Family Ministry) to establish and review effective integration processes. (e) Assist other Riverlife ministries to develop strategies and implement opportunities for ministry mobilisation and volunteer recruitment.
5. Worship	(a) Intentionally activate the priority of worship as foundational to all ministry activities, especially Life Groups. (b) Develop opportunities within the Care and Connection Ministry to cultivate the practice and outworking of the Riverlife culture of worship in consultation with the Pastor of Worship.
6. Spiritual Formation	(a) Flightpaths for spiritual formation and personal discipleship of the Care and Connection Ministry leaders, volunteers and stakeholders are identified and implemented in consultation with the Pastor of Spiritual Formation. (b) Intentionally activate the priority of prayer as foundational to all ministry activities. (c) Develop opportunities within the Care and Connection Ministry to cultivate the practice and outworking of the Riverlife culture of prayer in consultation with the Pastor of Spiritual Formation. (d) Identify and develop quality resources for curriculum materials to meet the needs in areas of spiritual, personal and interpersonal growth in Life Groups in consultation with the Pastor of Spiritual Formation.
7. REACH	(a) Opportunities for outreach (REACH Out) are identified and strategies are developed to train and release people throughout the Care and Connection

	<p>and Life Group Ministries into their frontlines in consultation with the Pastor of REACH.</p> <p>(b) Explore and promote opportunities throughout the Care and Connection Ministry for engagement in REACH Beyond activities and short-term mission in consultation with the Pastor of REACH.</p> <p>(c) Identify, build and foster collaborative relationships across churches, organisations and businesses with values that reflect Riverlife values.</p>
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Essential Competencies	
Knowledge/Experience	<ul style="list-style-type: none"> • Minimum five-year experience in a pastoral/leadership oversight capacity • Ability to model high standard of leadership and performance in accordance with Riverlife’s Vision, Mission and Core Values • Motivate and influence individuals and teams positively to maximise engagement within the Ministry • Ability to lead and provide direction and promote community development, processes and outcomes which influence effective ministry practices • Ability to make informed decisions, using discretion and judgement and coach this attribute within your team • Ability to communicate effectively with internal and external stakeholders at all levels to foster trusted and professional relationships • Ability to monitor workflow and workload for direct reports and teams • Regularly review processes and procedures to ensure continuous improvement • Provide feedback on performance to teams and individuals including implementation of Personal Development Plans • Mentor, train, and equip team to develop skills, efficiency and effectiveness to deliver areas of ministry programs • Ability to work collaboratively across ministry portfolios
Technical/Professional Skills	<ul style="list-style-type: none"> • Demonstrated critical thinking to solve problems and make decisions • Technical expertise across Office 365 suite including MS Teams and online platforms
Qualifications	<ul style="list-style-type: none"> • Tertiary qualification - mandatory • Certification in Christian ministry, leadership or equivalent experience – desirable

Essential Personal Qualities
<ul style="list-style-type: none"> • Demonstrate a personal and growing relationship with Jesus • Demonstrate a Christ-like character • Undertakes to be in full agreement with the Riverlife vision and values • Regularly attends and is a part of the life and community of Riverlife Baptist Church • Capacity to work with diverse matrix (interconnected) teams of staff and volunteers • Displays humility, being quick to point out the contributions of others emphasizing team over self and defining success collectively rather than individually (Humble) • Self-motivated and diligent, constantly thinking about the next step and the next opportunity (Hungry) • Display good judgment and intuition around the subtleties of group dynamics and the impact of their words and actions (Smart)

Family Core Values

We believe that all Riverlife staff must model and align with the following core values:

1. **Spirit-Led:** We submit daily to the Holy Spirit as He provides us with power to declare and demonstrate Christ's kingdom. We seek to live under His leading as our source of understanding of spiritual truth, wisdom and guidance to advance the Kingdom and do what is right (John 16:13, Romans 8:14).
2. **Servant-Hearted:** We humbly serve God, His church and our community through faithful dedication. We believe our empowerment for true service is intimacy with Jesus Christ through prayer, obedience to His Word, and dependence on the power of the Holy Spirit within (Matthew 20:28, Philippians 2:4).
3. **Authentic:** We seek to honestly journey as a faith community celebrating our strengths and aware of our imperfection. We seek to walk in integrity as honest and reliable individuals choosing to trust and forgive one another (Proverbs 11:3, Psalm 25:21, Matthew 18:15-16).

All Riverlife employees are required to:

- Work under the authority of Christ, the Church Eldership and Senior Pastor in seeking the growth and development of Riverlife Baptist Church.
- Be a good role model in all areas of personal and spiritual life, seeking to put Riverlife ahead of personal gain.
- Comply with the requirements of the Working with Children's Policy and Procedures, Workplace Health and Safety (WH&S) legislation and related WH&S procedures developed for Riverlife Baptist Church.

Other Duties

As directed by the Senior Pastor.

Acknowledgement

I acknowledge that I have read and understood the key result areas described in this Position Description and agree to carry out my duties to meet these outcomes to the best of my ability. I also understand that at times I may be required to undertake other duties relevant to the position that are not listed in this statement. I have received a copy of this Position Description.

NAME: _____

SIGNED: _____

DATE: _____

WITNESS: _____

DATE: _____