

DIRECTOR OF HOME COMMUNITIES

ROLE DESCRIPTION

Overview: Build a growing and dynamic home group ministry that offers 3Crosses the largest and most healthy span of care among all ages and demographics.

Key Areas of Responsibility:

1. Create a philosophy of home community ministry:
 - Creates an easy first-step for movement from worship to community
 - Champions the application of Biblical content through honest discussion, relational bonding and spiritual care among members.
 - Utilizes a diverse leadership (age-stage of life, ethnicity, gender) to foster a diversity of groups.
 - Builds an infrastructure that allows quick-start for new communities and ample support for existing ones.
2. Build a recruitment strategy that promotes numeric and spiritual growth:
 - Leader recruitment through existing communities, LTS Seminar 201 and the membership of 3Crosses.
 - Member recruitment from those who attend 3Crosses.
 - i. Seasonal induction of new communities/members; possible bi-annual all-church emphasis for home communities with induction opportunities.
 - ii. On-going induction for those ready to begin immediately.
3. Design a strategy that is aligned to 3Crosses purpose and process:
 - Focuses on life-transformation
 - Instills 3Crosses process of worship, community, service and evangelism
 - Develop strategy to align all types of community at 3Crosses (possibly serve as uplink to various members of 3Crosses staff).
 - Utilizes Church Community Builder (CCB) database for managing groups and allowing access to community members and potential members through inquiry and registration.

Rubric of Success: A growing number of healthy home communities composed of men and women who were not previously connected with community at 3Crosses.

Category: Full-time w/ Benefits; Director (Licensed Position); Exempt; Ongoing

Uplink: Danny Strange, Executive Pastor (danny@3crosses.org)

CANDIDATE PROFILE

Overview: 3Crosses is looking for spiritually surrendered man or woman who is gifted and experienced in (a) creating and overseeing a network of small groups built on solid lay leadership and a strong cohesive philosophy and (b) constantly helping men and women connect into these groups in a meaningful way.

Spiritual Gifts:

- Leadership, Hospitality, Administration, Teaching, Pastor/Shepherd

Heart:

- Passionate about 3crosses' purpose, process and ministry distinctives.
- Believes home communities are a primary means of increasing a church's span of care through spiritual instruction/facilitation, spiritual accountability and prayer.
- Believes home communities are a branch of community life that shares other aspects of community in a large church setting.

Abilities:

- Connector: Quickly "befriend" individuals and personally help them find a meaningful place of community or leadership.
- Networker: Develop a growing web of relationships.
- Recruiter: Set up methods of recruitment that engage all age groups and demographics.
- Leader: Build a network and culture of home communities from the ground-up.
- Communicator: Skills in front of small, medium and large groups. *This person would often communicate in front of a congregation of 2,000+, including occasional elements of teaching/preaching.*

Personality:

- Friendly, outgoing, warm, confident, professional.

Experiences:

- Leading and growing a small groups ministry in a large church setting (or non-church equivalent).
- Helping individuals find a place of meaningful connection.
- Training, deploying and overseeing leaders to be effective in their role.
- Leading change in a large organization—networking with other leaders and skill in executing change.