



Position: Connection and Leadership Development Pastor/Director

FLSA Status: Full Time, Exempt

Reports to: Ministries Pastor

VISION STATEMENT:

Reaching people, building lives.

CHURCH VALUES:

Excellence, Life-Giving, Kingdom-Minded, Leadership, Generosity, Spiritual Family, Biblical, Generational

POSITION OVERVIEW:

The Connection and Leadership Development Pastor will champion and encourage the spiritual growth of the congregation through two parallel initiatives. The first initiative is connection. The second initiative is leadership development. For connection, you will lead in engaging people into the life of the church through membership, serving (Dream Team), and small group participation. For leadership development, you will implement and fulfill COTK's leadership development strategy. The "win" is people making a difference in the life of the church (and beyond) through finding their "people" and "place", and a robust leadership development structure that supports COTK's vision for stewarding our role in growing God's Kingdom.

ESSENTIAL DUTIES / RESPONSIBILITIES:

- **Champion Connection.** Consistently look for opportunities to connect people into the life of the church by:
 - Ensuring a culture where it is easy for a new person at COTK to find their "people and place". Ensure that appropriate staff and lay leaders follow up with those who express interest in joining a team or group.
 - Providing leadership to all aspects of COTK's Next Steps classes (New Member, Dream Team, and Core Values).
 - Assisting new believers in taking their first discipleship steps.
 - Being the mentor/coach for all Dream Team Coaches and Coordinators. This is a church-wide support role. In addition to directly leading the Sunday morning teams, you will work closely with other ministry-area leaders to assist them in developing, caring for and maintaining engaged and productive Dream Teams.
 - Leading and championing COTK's Small Groups Ministry. This is COTK's vehicle for building "spiritual families", and the goal is that a high percentage of our COTK adults and students participate in small group life.



- Staying fully present with and for the Church of the King family. Developing and maintaining genuine relationships is key to being successful in this role.
- **Champion Leadership Development.** You will manage and move forward COTK's leadership development strategy by:
 - Ensuring that we pursue leadership development in alignment with the Focus 412 initiative. The goal is to have "leaders in waiting" who are prepared to assist COTK in the launch of new campuses and ministry initiatives.
 - Leading the entire staff team in consistently promoting and supporting COTK's leadership development pathway.
 - Ensuring that volunteer leaders and the staff fully support and pursue the COTK value of leadership development by building leadership layers of Coordinators, Coaches and Team Leads.
 - Fostering "not yet leaders", helping them see and embrace their God-given potential to lead.
 - Taking point on our Kingdom Leadership Development classes. Build on the current foundation of classes and use them to prepare future and current leaders to successfully step into their next leadership assignment.
 - Supporting COTK's Kingdom Men initiative, including directly coaching men into becoming "leaders who develop leaders who develop leaders".

OTHER DUTIES and REQUIREMENTS:

- Oversee budget and staffing for your areas of responsibility.
- A mature Spirit-filled Christian.
- Highly relational (you love people and have a pastoral and shepherding heart).
- You are (or become) adept in the Focus 412 model for leadership development.
- You are (or become) adept in the use of Planning Center.
- Ability to create teams and recruit and retain team members.
- Able to develop effective systems and structures.
- You are a self-starter and take the initiative when something needs to get done.
- Strong oral and written communication skills.
- Sound judgment and decision-making ability.
- You are creative.
- You are a problem-solver (and a problem preventer).



- You understand the importance of confidentiality.
- Technologically adept.
- Organized.
- Flexibility (you can go with the flow).
- Other duties as assigned. Together, we help one another succeed.

PROFESSIONAL / WORK EXPERIENCE REQUIRED:

- 5+ years of direct experience in Connection and/or Leadership development, or a related ministry role.

EDUCATION REQUIREMENTS:

- Bachelor's Degree

PHYSICAL DEMAND REQUIREMENTS:

- Able to physically perform the duties outlined above.

**This job description is a summary of the primary duties and responsibilities of the position. It is not a comprehensive listing of all duties and responsibilities, and is subject to change at management's discretion. If you agree with this job description, please sign and date below.*

Signature

Date

Printed Name