



ROLE DESCRIPTION – GROUPS DIRECTOR

REPORTS TO: Ministry Manager / Location Pastor

PURPOSE: To lead a flourishing Groups Ministry

DIRECT STAFFING SUPERVISION:

- NA

PRINCIPLE RESPONSIBILITIES:

- 1) Ensure the soul-to-soul care of all coaches and leaders in your ministry area
- 2) Identify and Develop leaders in your ministry area through the leadership pipeline
- 3) Oversee the quality of connect groups in your ministry area through leading passionate and unified group leaders and assistants
- 4) Lead the integration of more people into connect groups

SPECIFIC RESPONSIBILITIES:

1) Ensure the soul-to-soul care of all coaches and leaders in your ministry area

- Personally ESPN your Coaches and support them growing spiritually and in their leadership
- Ensure that your Coaches are loving and supporting their Leaders through ESPN
- Ensure there are quality huddles for the Coaches and Leaders in your ministry, making sure they are a great soul to soul, equipping experience

2) Identify and Develop leaders in your ministry area through the leadership pipeline

- Identify new leaders and facilitate the apprenticing of new leaders at every level in your ministry area (including shadowing plans)
- Ensure and facilitate the equipping of existing leaders through quality huddles at every level in your ministry area
- Create a culture of continuous coaching conversations for the coaches and leaders in your ministry area

3) Oversee the quality of connect groups in your ministry area through leading passionate and unified group leaders and assistants

- Ensure that each group in your ministry areas is being visited and coached every quarter
- Ensure that group leaders are developing a strong sense of care and community in their group
- Ensure people are growing spiritually in their group
- Develop great groups in your ministry area that you are confident inviting new people to and would personally attend

4) Lead the integration of more people into connect groups

- Focus on and take ownership of how many people attend a group in your ministry for the first time each month.
- Personally and specifically work on integrating new people into groups within your ministry area, including meeting new people on Sunday services and events

COMPETENCIES:

- 1) **Vision Casting:** Cast a vision that motivates and mobilises the teams in your Ministry Area.
- 2) **Collaborative Leadership:** Engage key leaders and influencers to strategise together in leading your Ministry Area.
- 3) **Amplify C3 Powerhouse Culture:** Model and communicate the culture and core values that shape C3 Powerhouse to your Ministry Area and the wider church.
- 4) **Identify and Develop Leaders via Leadership Pipeline:** Continually identify potential leaders and invest in them through apprenticing, ongoing feedback and Huddles.
- 5) **Coaching Conversations:** Provide feedback and evaluation that increases ministry effectiveness and leadership confidence.
- 6) **Strategic Problem Solving:** Accurately assess a situation, think strategically (including others) and arrive at a positive resolution to difficult or complicated challenges.