

POSITION DESCRIPTION

Role Title	Connection Pastor
Reports to	Mackenzie Campus Pastor
Direct Reports	
Department	Mackenzie Pastoral Team
Working Location	Mackenzie Campus
Load	<input checked="" type="checkbox"/> Full Time <input type="checkbox"/> Part Time: __ days/week <input type="checkbox"/> Casual <input checked="" type="checkbox"/> Includes Sundays

Purpose of Role	
Overseeing and leading the connection pathway at Gateway's Mackenzie Campus from Welcome through to Life Group Connection by building effective teams, processes, and systems. Helping those who are New to Church quickly find connection and community, and overseeing our Life Group structure to assist all people to connect into a Life Group.	

Primary Relationships	
Internal	Mackenzie Campus Pastor & Pastoral Team, Church Life Pastor
External	Key leaders, volunteers – Welcome team, Section Community teams, Life Group Leaders & Coaches, Next Steps team

Primary Responsibilities	Primary Outcomes	Performance Measure (Quantitative)
Connection Pathway	<ul style="list-style-type: none"> Develop and drive strategy to facilitate connection at Gateway Manage and oversee all elements of the Connection Pathway 	<ul style="list-style-type: none"> Clearly articulated strategy Number of new people connected Length of time to get connected
Welcome Team & Section Communities	<ul style="list-style-type: none"> Provide leadership and oversight for Welcome Teams and Section Community model including volunteers at all Mackenzie services Recruit, train and develop volunteers who are empowered to create a culture of welcome and connect new attendees 	<ul style="list-style-type: none"> All welcome functions resourced with teams of volunteers All section communities resourced with teams of volunteers Number of new attendees connected to Next Steps course
Next Steps	<ul style="list-style-type: none"> Work with the Mackenzie Pastoral Team and Church Life Team, to finalise, implement, review and continuously improve Next Steps strategy and program Recruit and develop team to deliver Next Steps strategy at Mackenzie Lead Next Steps strategy and resource other campuses to implement in their spaces 	<ul style="list-style-type: none"> Number of people completing Next Steps Course Number of volunteers and leaders involved in Next Steps Length of time between attendance and connection

Life Groups	<ul style="list-style-type: none"> Review and implement a clear strategy and culture to assist people to find connection in life groups With the Life Group Administrator and Life Group Coaches, support, develop, and build new Life Group leaders Ensure delivery of curriculum to life group leaders (provided by Discipleship Pastor) 	<ul style="list-style-type: none"> Number of Life Groups Number of people in Life Groups Number of new Life Group leaders identified and released % of church family connected into life groups
Clusters	<ul style="list-style-type: none"> Participate in relevant cross-campus cluster to assist Campus Pastors to establish, develop and/or improve the above across other campuses 	<ul style="list-style-type: none"> Meet with the cluster twice per year
Workplace Health & Safety	<ul style="list-style-type: none"> Effectiveness / Safety 	<ul style="list-style-type: none"> No avoidable accidents or incidents

Core Competencies

- Understanding of and ability to pastor within a large church environment
- Ability to grasp and think in the 'strategic' space to empower, develop and release volunteers into increasing levels of leadership
- Ability to develop a clear leadership structure and delegate effectively to key leaders of multi-faceted ministries
- Systems thinker who can develop and implement effective systems and structures
- Track record in executing and implementing change management
- Effective volunteer and resource management to meet objectives
- Ability to work across departments to build cooperation and buy-in without relying on authority framework
- Proven experience as both a self-starter and team player
- While there is no preaching load in this role, upfront communication skills will be important

Key Characteristics

- Strong heart for people and helping new people find connection and community
- Strategic implementer
- Strong verbal and written communication skills
- Effective recruiter and leader of volunteers
- Personal & growing relationship with Jesus and demonstrated Christ-like character
- Regularly attends and is part of the life and community of Gateway Baptist Church
- Supporter and champion of Gateway's Vision and Values