

Groups and Next Steps Director

About the Company

Calvary Assembly is a growing church that creates a safe place for people to take risks in the faith, develop authentic and meaningful relationships, and discover the future that God intends for them. Our team works really hard and laughs way too much.

About the Role

This role is primarily about investing in and developing our Groups ministry. Our groups are different than your local book club. Our groups are designed to challenge, encourage, and grow every person as they explore faith in Jesus. Our dream is that everyone could be a part of a micro-community where they can participate in meaningful, spiritual conversations that help them wrestle through life's hard questions and challenges. Too many people are walking through life alone and without the opportunity for meaningful, faith-challenging dialogue. Our goal is to create space for people to have real conversations and to find the right person to lead us forward!

We also hope this candidate can help new and existing people find their path at Calvary Assembly. Walking into a church can be overwhelming and intimidating. We want to create a welcoming environment and help people know what to do to *actually* become connected, so their faith can *actually* grow. We aren't a come-and-watch-us-do-ministry church. Each one of us is part of the Church and each one of us can make a difference in the greater Rochester area. This candidate (maybe you?) will have a heart and a strategy to help us accomplish this.

About the Ideal Applicant

Primarily, we are looking for someone who is spiritually mature, relational, and a galvanizer of people.

Must haves:

- Aligned and passionate about the mission of Calvary Assembly
- Proven ability to recruit and develop top leaders to serve
- Strong people skills
- Strong knowledge of the Bible and theology
- Hungry and ambitious to help people in Rochester grow their faith
- Enjoys investing in leaders in 1:1 settings (and has something valuable to bring)
- Enjoys empowering others to ownership and responsibility of the success of the ministry
- Ability to have hard conversations in a gracious and clear manner
- Ability to develop a leadership team
- Ability and desire to create and cast vision for small group communities, both seasonally and overall

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Nice to haves:

- Degree or further education in a related field
- Significant experience in working on staff or as a key volunteer for a church
- Able to analyze engagement trends (quantitative and qualitative data) with groups and able to help make strategic shifts over time
- Ability to organize and write (with collaboration with the pastors) a daily devotional that can be paired with our Sunday messages.

Personal Characteristics:

- Love Jesus and follow Jesus
- Attend Calvary Assembly as their home church
- Embrace a high biblical standard of personal conduct and lifestyle (integrity)
- Agree to and adhere to the church's statement of faith and leadership commitment
- Excellent written and verbal communication skills
- Able to advocate for what they think is best
- Flexibility in implementing ideas, even when they are not their first choice
- Contributes to a healthy and enjoyable workplace environment

Details of the Position

- This position is ~20 hours per week (with potential for future growth!)
- Work schedule would be something like: 4-5 hours on Sunday, Tuesday, Wednesday, and Friday. Most hours would be during the daytime, some (planned) meetings would be during evenings or weekends.
- Compensation is commensurate with experience

How This Position *Could* Grow:

- We see huge potential in growing ways for existing, new, and future Calvary attendees to not just get involved with groups, but find a clear pathway to grow their faith.
 - This can include them being baptized to go public with their faith or attending our exploring membership gathering to know how the church operates in mission.
 - It could be creating a gathering for new people to meet with our pastors and get connected. Maybe Pizza with the Pastors after church on a Sunday?

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- How do we help everyone discover *what* their gifts are - then find ways for them to use them in the church, their homes, and their workplace? How do we make that clear and compelling?
- This position could oversee the process from when a new person first enters Calvary Assembly, all the way through seeing them grow and exercise their faith in community, in service, and in their personal relationship with Christ.

How to Apply

- rCalvary.org/jobs