

Executive Pastor of Family Ministry at Sonrise Church

Summary:

The Executive Pastor of Family Ministry will join the Lead Pastor and Executive Pastor of Arts and Discipleship on the Executive Team. He will directly report to the Lead Pastor. The Executive Team will function strategically in a highly collaborative fashion and will relationally provide significant spiritual accountability to each other. The Executive Team bears the weight of responsibility for carrying out the vision of Sonrise Church.

Vision:

The Executive Pastor of Family Ministry will embody and champion Sonrise's 10-year vision:

"In ten years, we will have guided over 1,000 people through a 10-week discipleship journey that will launch them on the adventure of experiencing the presence of God in their everyday life. They will walk with God each day through intimate prayer, deep reflection on Scripture, and humble confession of sin. They will walk out the mission of God each day by caring, serving, and engaging with other followers of Jesus and those not yet following Jesus. Every aspect of their life will be dramatically impacted by their walk with God. Our gatherings will model how to flourish in the presence of God. These spaces will be centered on scripture and be marked by radical hospitality, honest prayer, cheerful generosity, eager participation, and humble learning. This maturing process will create an abundance of hungry followers. These followers will sense a unique calling on their lives to bring into reality the kingdom dream that God has placed deeply into their hearts. The dreams of these followers will take us places not yet on our ministry maps, stretching the horizon of possibility beyond our conventional thinking. Our pastors and staff will invest more time supporting the dreams of these followers than recruiting volunteers to run programs, allowing the gifts of our pastors and staff to blossom. Our team will be more focused on the sending capacity of our church than the seating capacity of our auditorium. We will plant five churches regionally of 100 plus people that will embody the core of this vision. These churches will then plant another church within seven years of their start. In summary, divine intimacy will lead to missional intensity!"

Key Areas of Responsibility:

The Executive Pastor of Family Ministry will oversee the ministry that Sonrise Church gives from birth to young adulthood. He will manage the Youth Pastor and the Children's Director. He will formulate a strategy that will minister to our young adults. He will develop and oversee an internship program.

Key Deliverables in the First Year

- Establish a training plan for the Youth Pastor in order to help him increase the weekly involvement of our junior high and high school students to 10-15% of our average weekly attendance on Sunday mornings.
- Establish a training plan for our Children's Director in order to help her increase her effectiveness in ministering to the children of Sunrise.
- Create a well-researched blueprint for a young adult ministry strategy and internship program.
- Master the strategic planning tools that the Lead Pastor utilizes.

Core Competencies:

The Executive Pastor of Family Ministry will show exceptional abilities in the following "core competencies:"

Activator: An activator is an action-oriented individual who transforms strategic plans, innovative ideas, and decisions into action.

- Demonstrates a comprehensive understanding of the ministry's strategic plan, idea, or decision
- Translates the plan, idea, or decision into actionable next steps
- Delegates and implements next steps
- Dives into the task, acting on current knowledge and resources rather than waiting for ideal circumstances
- Learns through reflection on previous actions
- Creates motion and momentum in others, inspiring them to action

Catalytic Leader: A catalytic leader models servant leadership, empowers and positions others for growth and wins and actively builds a culture of Leadership Development.

- Identifies, initiates and effects meaningful change
- Casts compelling vision, both personally and collectively
- Sets the team up for success by leveraging the talents of team members with a keen understanding of their strengths and limitations
- Leads other staff and volunteers to excellent performance
- Identifies, develops and empowers leaders and fosters a culture of Leadership Development

- Generates and accelerates organizational momentum
- Models servant leadership

Equipper: An equipper actively pursues the development of others through the provision of resources, next-step opportunities, and feedback.

- Demonstrates a passion for and commitment to developing others
- Uses appropriate methods and a flexible interpersonal style to help others develop their capabilities
- Provides effective coaching, training and next-step opportunities for individual and team growth
- Offers information, advice, suggestions and specific actionable feedback to help others become more successful
- Expresses confidence in others' ability to be successful, recognizes and reinforces growth in others, and celebrates their wins
- Advocates for and actively builds a developmental culture

Performance Manager: A performance manager monitors performance, evaluates performance against goals and makes necessary adjustments to achieve goals.

- Breaks complex projects into their component parts and sets individual timelines for each component part
- Accurately judges the amount of time and resources needed to accomplish a task
- Delegates the appropriate components, responsibility, accountability and decision-making authority to team members
- Makes sure that roles, responsibilities and reporting lines are clear to each staff member
- Sets clear, well-defined desired outcomes for work activity and tracks progress
- Pays attention to the quality and quantity of performance, measuring progress against milestones and deadlines
- Establishes means of measuring performance and objectives
- Adjusts work activity and desired outcomes based as necessary
- Appraises performance fairly and provides performance feedback to staff on a regular basis
- Addresses performance problems promptly
- Supports the development and career aspirations of staff

Strategic Thinker: A strategic thinker is proactive, understands and clearly defines the “end goal” of an organization/ministry, and establishes short and long-term strategies that will actualize that end goal.

- Demonstrates big-picture thinking and can clearly articulate the vision and mission of an organization/ministry
- Establishes priorities, strategies, and goals in line with the vision and mission of the organization/ministry
- Clearly and accurately identifies the strengths, weaknesses, opportunities, and threats in his/her organization/ministry
- Works with the end result in mind, drives for excellence, and continually evaluates progress

Compensation:

The Executive Pastor will receive vacation, medical coverage, a sabbatical, a housing allowance, and a competitive starting salary. The details of these items will be discussed more fully in the interview process. Sonrise will also pay for moving expenses.