

Employee Job Description

ROLE DETAILS

Department / Ministry Area	Executive Minister	Staff Category	Executive Team
Position Title	Senior Minister	Reg Hrs/week	37.5 hours
Employee Name		Reports to	Board of Directors

ROLE SUMMARY (PURPOSE)

Overall description of the role including – purpose, broad scope and strategic importance.

The Senior Minister is the spiritual leader of Riverview Church and has ultimate responsibility for the health, growth and overall leadership of the church through the establishment and up holding of the church's vision, mission, values and beliefs. The Senior Minister reports and is accountable to the Board of Directors.

KEY RESPONSIBILITIES

List In order of importance/priority

Key Result Areas (Primary responsibilities/tasks)	% Role	Key Performance Indicators
LEADERSHIP <ul style="list-style-type: none"> Responsible for the spiritual health and well being of Riverview Church. Uphold and carry the vision, mission, values, distinctives and beliefs of Riverview Church. Initiate and develop strategies to maintain a consistent focus on growth and future development. Ensure processes are in place to disciple and pastor the Church - attendees, partners, volunteers and staff. Ensure processes are in place for the effective identification and development (e.g. mentoring and coaching) of Riverview leaders. Build strong relationships with key leaders both inside and outside the Church community. Lead a range of programs aimed at encouraging, assisting and developing the broader church community. 	50%	<ul style="list-style-type: none"> Growth and health of Riverview as measured by: Impact - Weekend services attendances Participation - Number of Partners; Connect group numbers; Volunteer levels Financial - First 10% and Trust Giving Identification, growth and release of Leaders
TEACHING AND COMMUNICATION <ul style="list-style-type: none"> Takes the lead role in the development of the Church's teaching program. Responsible for setting topics and associated rostering of speaking team members for weekend services and other Church programs to ensure a holistic presentation of the Christian message. Takes the lead role in presenting authentic, creative and impacting messages in fulfilment of the goals of the teaching program. As a key member of the Creative Team, contributes to the planning of Church weekend services, events and presentations. Mentors and develops speaking team members to ensure the teaching of doctrinal truth in a manner which is contemporary and reflects the Church's vision, mission, values and beliefs. 	50%	<ul style="list-style-type: none"> Number of commitments and recommitments following message presentation Feedback from teaching team Resource sales

KEY COMPETENCIES

Key requirements for success in role (qualifications/skills/experience/behaviours/attributes)

Essential

- Clearly demonstrates Biblical requirements for Church leadership (Character/capacity).
- Demonstrated capacity to lead and inspire people around the vision and cause of the Church
- Superior communication skills and capacity to communicate authentically and passionately with people at all levels
- Theological qualification preferably at a tertiary level
- Demonstrate high level of relational intelligence
- Ability to set and effectively outwork strategic direction
- High levels of energy
- Embraces and fosters a creative environment
- Demonstrate a capacity to build and release leaders and ministries

Physical and other requirements of role

Drivers licence	YES/NO	
Police check	YES/NO	
Last reviewed by	Angel Robins	30 / 8 / 2017