

Position Description

Position: **Pastor of Engagement and Equipping (Onsite & Online)**

Responsible to: **Senior Pastor, Windsor Park Baptist Church**

Functional Relationships: **Pastoral Leadership Team, Windsor Park Baptist Church**

**Staff team, Windsor Park Baptist Church**

**Volunteers, Windsor Park Baptist Church**

Status: **Full-Time Staff (1.0FTE)**

**The Vision of the Windsor Park Group**

Since 1951 Windsor Park Baptist Church (WPBC) has been at the forefront of intentionally being the hands and feet of Jesus in our local community and beyond. Our history is one of being missionally proactive to the needs we have seen around us, contributing to our vision statement which as it stands today is **to build stronger communities by putting our faith into action**. At WPBC we seek to achieve this vision by **doing life and faith together, acknowledging that no perfect people are allowed**. We’re overtly Christ-centred and aren’t scared to ask the hard questions about our effectiveness, knowing that one of the things in life that we can be certain of is that we must constantly be in a state change but always within the framework of the same message of the Good News of Jesus.

Today the Windsor Park Group comprises four distinct entities: Windsor Park Baptist Church, the Equip Trust, Windsor Park Hub Limited and the Windsor Park LifeCare Trust, who work collaboratively towards one shared vision statement, acknowledging that fundamentally we’re a church and are seeking to transform our communities one life at a time.

People occupying staff positions at Windsor Park are empowered to be passionate leaders. We work hard to have a highly collaborative staff environment where we encourage each other to be leaders of excellence who constantly grow in character and skills and who learn together to lead a healthy growing Church, both spiritually and numerically, that brings transformation to people’s lives, both inwardly and outwardly.

The tagline of the Windsor Park Group is, **Kia mahitahi tātou mō te korōriatanga ō te Atua,** we’re better together for the glory of God.

Primary Purpose of the Role

The Pastor of Engagement and Equipping at Windsor Park Baptist Church is all about people; assimilating people, connecting people, engaging people in spiritual practices that help them grow in their relationship with Jesus, and then equipping people to be servants and leaders among our community that replicate connecting and engaging in a wider capacity. With the recent birth of WindsorPark Online during the COVID19 pandemic this role is also integrally linked to engaging a new community of people in the digital world … so whether people are based at Mairangi Bay, Waiheke Island, or in the digital world around the globe, this role is all about engaging as many people as possible with each other and with Jesus – as we say at Windsor Park, we’re better together. This role lives that out.

Scope / Authority

Budget: As approved by the Church.

Paid Staff: Recruit as approved within the Annual Budget; currently 0.5FTE.

Volunteers: Recruitment of appropriate volunteer team members to fulfil ministry roles.

Major Areas of Responsibility

In contributing to the Windsor Park vision statement of **building stronger communities by putting our faith into action**, the main ingredients of this role include, but are not limited to, the following areas:

**Engaging people**

You’ll wake up in the morning and think, ‘how many people can I engage today?’ and you’ll go to sleep at night thinking, ‘how many people did I engage today?’ You’ll love seeing people engaged! This includes but is not limited to:

* Leading, equipping and overseeing and being present with our Engagement Teams on Sundays at all services, developing pathways for people to ‘find their place’ at Windsor Park.
* Being part of the Online Team, overseeing the growth and development of our Online Hosts by feeding in vision and ideas about how we engage people in an ongoing relationship with Jesus when they’re not physically present with us.
* Championing the cause of smaller groups in which people can connect and grow in, whether these be interest groups, ministry groups or connect groups – but they all ultimately have a focus of including discipleship in their rhythms.

**Equipping people**

You’ll be constantly dreaming up new ways of creating opportunities to equip and train people so that they are motivated and excited to lead others into a fuller relationship with Jesus. This includes but is not limited to:

* Regularly holding training and equipping opportunities for the broad range of volunteers that are involved in small group leadership at Windsor Park campuses (physical and digital).
* Incorporating creative pedagogical processes that are at the cutting edge of learning, acknowledging that sometimes this is trial-and-error, but not being afraid of failure in the process.
* Being aware of the different stages of spiritual growth and actively ensuring that Windsor Park has clear pathways for ongoing growth and development.
* Implementing pathways that help transition people from our community ministries into a discipleship process utilising foundational tools such as Christianity Explored.

**Encouraging people**

Windsor Park is a diverse community with a lot of moving parts; you’ll be the sort of person who enjoys throwing yourself into situations where you can encourage and lead others. This includes but is not limited to:

* Leading a suite of ministries full of volunteers who need regular care and attention in a variety of ways.
* While preaching is not a big part of this role, you’ll be required to encourage people through regular upfront speaking, public prayer, the delivery of training and equipping courses and through a strong presence in our Online campus.
* Pastors at Windsor Park are first-and-foremost team players; you’ll be comfortable stepping into any ministry at any time, leading people from A to B as required and providing pastoral care and encouragement wherever needed.

All other duties as designated by the Senior Pastor from time-to-time.

Personal & Ministry Skills and Attributes

**Personal Skills and Attributes**

* A devotion to Jesus Christ and His purposes in the world.
* Strong servant leadership and team leadership skills.
* Adaptable and flexible to changing environments.
* Able to form strong relationships with a broad range of people.
* Strong self-management attributes.
* Prepared to go the extra-mile and willing to contribute to the bigger picture.
* Ability to multi-task.
* A sense of humour.

**Ministry Skills and Attributes**

* Tertiary qualifications in theology.
* Experience in dynamic faith-based organisational environments.
* Ability to contribute new thoughts to both existing and new situations.
* Proven experience as a capable communicator.
* Team player.
* Teachable spirit.

**Desirable Skills and Attributes (but not essential)**

* Previous experience of a multi-staff NZ Baptist church environment, or similar.
* Knowledge of the Baptist ethos in a New Zealand setting.