



Position Title: Director of Ministries

Position Grade: CBC 9 – with the addition of Exec participation bonus

Position Type: Full Time

Reports To: Senior Pastor

Position Location: Burwood East, Melbourne, VIC

Number of Direct Reports: 8

Crossway Overview

Crossway is a large and growing church based in Melbourne, which operates with four campuses: Burwood East, South East, Asian Languages and Online. Our campuses at a staff level are supported by a dedicated Central Services Team. We are passionately committed to loving God, loving people and seeing disciples of Jesus multiplied across our city, nation and nations. Our church values express the culture we see the Holy Spirit shaping across our Church community: Nothing matters more: Jesus is always front and centre There's room for you: Anyone can experience authentic community Everyone gets to play: The mission of God in the hands of ordinary people Dare to dream: Bold faith leads to innovation, influence and impact We take nothing for granted: We respond to God's goodness with gratitude and generosity. At Crossway we are committed to "Building a Discipling Culture" across our campuses and teams, as well as influencing the Australian Church to help turn the tide on the decline of Christianity in Australia. Further we have a strong commitment to helping people in tough places to flourish through our LifeCare & COACH ministries. We celebrate the privilege of serving on staff at Crossway and we seek to provide many different staff training, team building and leadership development opportunities. Staff members unite around "The Crossway Way", committed to developing a Christ-centred, healthy and encouraging workplace environment.

Team Overview

The Director of Ministries is part of the Executive team of Crossway and shall report directly to the Senior Pastor

Position Summary

- To assist in the development and oversee the deployment of the Crossway ministry strategy.
- To assist the Senior Pastor in giving oversight of the general day-to-day ministry operations and ministry staff of Crossway.
- To give oversight and direction to staff meetings.
- To assist with the recruitment, development, equipping and inspiration of the staff and team Crossway members to realise their personal potential and increase their ministry effectiveness.
- To share with the Director of Operations and the Senior Pastor in the process of onboarding new campuses of Crossway.
- There is the future possibility of a Director of Campusing who will specifically be deployed for the process of onboarding new campuses of Crossway. This person will report directly to the Senior Pastor. Others: - Executive Team member - Broad Staff Management

Key Challenges

Ministry achievement of GDO's Ongoing development of ministry strategy Developing staff and emerging leaders

Key Internal Contacts

Executive Team, Campus Pastors, Ministry Consultants, Senior Strategy Group, Board members

Key External Contacts

Christian ministry leaders nationally and internationally

Decision Making Authority

This role has expansive authority as an Executive team member - Ministry budget / cost centre authority - Subject to Authority Levels and Limits as well as other Crossway policies, guidelines and context of other ministries.

Key Results Areas

Key Result Area	Performance Measure	Description
1: Working with and through the Senior Strategy Group (SSG)	<ul style="list-style-type: none"> • Ensure healthy culture at SSG • Monitor wellbeing and performance of SSG • Effectively measure and monitor progress toward GDO's • Proactively enhance the ministry strategy of Crossway 	To ensure that SSG effectively achieve their ministry objectives in a healthy way
2: Broad oversight and development of ministry staff	<ul style="list-style-type: none"> • Provide oversight and direction to Staff Meetings • Working with SSG members for the development of their staff • Campus Pastors operational oversight • Develop emerging leaders 	Through Campus Pastors and Senior Strategy Group oversee and develop staff
3: Contributing to a healthy Executive Team	<ul style="list-style-type: none"> • Likely, but not mandated, service on the Crossway Board at the Senior Pastor's discretion • Helping to foster a healthy Executive culture • Present and engaged at Executive team meetings • Ensuring the implementation of decisions through the various ministry teams 	Being a positive contributor to the Executive team
4: Working with Ministry Consultants across campuses	<ul style="list-style-type: none"> • Healthy relationship with the consultants delivering great outcomes at campus level 	Healthy and functional dynamics with all ministry consultants
5: Potential of occasional hosting or preaching depending on gifting	<ul style="list-style-type: none"> • An open hearted willingness to have a go and receive feedback well 	Potential platform time as host or as preacher during worship services

Key Competencies

- High level people skills
- High level organisational skills
- High level leadership skills
- Great team player
- Excellent written skills
- Low stress conflict engagement

Experience and Qualifications

Tertiary Education in Theology / Ministry or relevant Biblical Studies preferred

Knowledge

- An understanding of leading edge connection and small group practices
- Leadership Development; empowering and developing leaders and volunteers
- Staff management
- General budgetary process and controls

Skills

- Communication skills
- Ability to lead 360 degrees
- Strategic Leadership
- Develop teams

- Computer skills
- Time management and organisation

Attributes and Qualities

- Committed to the Values, Mission and Vision of Crossway Baptist Church.
- Excellence in work and in service, maintaining a clear understanding and approach to seeing best outcome of the Ministry.
- Ability to engage in strategic thinking and think straight, talk straight.
- Thoroughness, inclusiveness and clear understanding of role.
- Have an active compassion for those who have not yet come into the knowledge of the saving grace of Jesus Christ.
- Be committed to continued personal growth through prayer, worship, bible study, fellowship and personal holiness.
- Ability to be open and flexible to new tasks that will arise in an atmosphere of progressing the church and ministry for the kingdom to another level.