

**Community Engagement Director/Pastor
Salem Covenant Church
Job Description**

Reports to: Executive Pastor
Status: Full Time
FLSA: Exempt

Position Summary: The Community Engagement Pastor will be responsible for equipping people to engage in the life, ministry, and mission of Salem Covenant Church both within the church community and in the community and world in which we live.

Essential Functions:

- Give vision and leadership to Salem ministries that enable all people to feel welcome, develop relationship with others, and engage meaningfully in the life, ministries, and mission to which God calls us.
- Lead in planning and coordinating a comprehensive ministry for all ages that includes both age specific and intergenerational opportunities for Love Mercy Do Justice (LMDJ), mission and service locally, regionally, and internationally.
- Be a leader of leaders. Recruit, train, motivate, and support lay leaders to lead and equip others.
- Oversee and support Salem's Adult Christian Formation programs such as Adult Sunday School, small groups, and Journeys for 50+.
- Work with the Mission, Service, LMDJ, and Connecting Ministry Teams to establish long range goals, develop and administer annual budgets, and implement ministry plans.
- Serve on the Spiritual Formation Team to partner in providing a comprehensive, integrated ministry for children, youth, and adults.

Other Responsibilities:

- Support Salem's mission, ministries, policies, and procedures.
- Represent Christ's love and care in contacts and relationships with church members, co-workers, visitors, and the community beyond Salem.
- Participate and lead in worship and other pastoral duties as requested.
- Pursue continuing education (e.g. reading, classes, workshops, conferences, etc.).
- Participate in conference and denominational events as appropriate.
- Function collaboratively with staff and ministry teams.

Minimum Qualifications:

- Deep commitment to Christ and the ministry of the church.
- Demonstrated ability in mobilizing people for active service within and beyond the church.
- Demonstrated understanding of meaningful engagement opportunities locally, regionally and internationally.
- Strong organizational skills with the ability to work independently and in a team setting.
- Effective communicator with strong verbal and writing skills.
- Covenant pastoral credential preferred.

Core Competencies:

- **Spiritual and emotional maturity:** Loves Christ, the Church, and people wholeheartedly and well, and leads others to do so, too, by word, action, and example. Exhibits and nurtures a deep and growing spiritual life, emotional self-awareness and health, and strong, mutually supportive relationships at home, with friends, with colleagues, at church, and beyond.
- **Humble:** Exhibits humility, shares credit, quick to point out the contributions of others and slow to seek attention for his/her own, emphasizes team over self, and defines success collectively rather than individually. Humble team players neither think too highly of themselves nor too little; their focus isn't on themselves, but on helping the team, team members, and the church as a whole succeed in fulfilling God's call.
- **Hungry:** Continually seeking to learn, grow, and serve better, showing a manageable and sustainable commitment to doing the job well, inviting and integrating feedback, graciously accepting direction from supervisors, eager to go above and beyond the minimum required to accomplish vision and goals. Willing and able to work autonomously and with others to pursue Salem's vision.
- **Smart:** Emotionally and relationally intelligent; skilled at being interpersonally aware, appropriate, and effective. Able to listen to the words and read the body language of people and groups, to consider the potential impact of his/her own words, body language, and actions, and to intentionally speak and act in ways that are most effective in helping all move forward in healthy, productive, positive ways.
- **Spiritual Formation:** Demonstrates an understanding of spiritual formation as a journey; invites others to reflect and take next steps on their spiritual journey; able to communicate in a clear, articulate, and engaging manner; creates teaching and small group environments that promote spiritual formation; able to discuss and interpret biblical truth, applying scripture to life situations; designs effective lesson plans and facilitates learning experiences in both small and large group settings.
- **Missional Leadership:** A growing understanding of issues, opportunities, and best practices in Christian missions and service efforts, including personal work in developing cultural competence. A passion and ability to encourage and equip others as they continue to grow in their own cultural competency and reach out in love to our increasingly diverse neighbors.
- **Team Development:** Encourages and supports people in discovering, developing, and engaging their gifts and skills in service; invites people onto teams; leads teams successfully by creating strong morale and spirit in the team; leads courageously through challenges; shares wins and successes; defines success in terms of the whole team; creates a sense of belonging and pride in the team.
- **Leadership Development:** Is a leader of leaders, multiplying ministry by developing and supporting others to serve as ministry leaders; thinks and acts strategically to build the ministry leadership base and to develop the next generation of leaders.
- **Vision Management:** Establishes a clear, achievable, and compelling vision; articulates possibilities; creates markers to rally support for the vision; enables all to share the vision; exhibits and inspires an adventurous spirit and a positive orientation toward the future.
- **Project Management:** Identifies the key objectives and scope of a proposed project; secures needed resources and project support; develops a realistic and thorough plan for achieving key objectives; communicates clearly with team members; implements action plans, identifies and resolves barriers and problems.