

The Profile of the Community Ministry Director

The Community Ministry Director has at least five years of proven experience in church ministry, social work, community outreach, missions ministry, or a related field. He or she has a track record of seeing and caring about a community wherever they have previously served.

Whether a Pastor or Director fills this position, they will shepherd, lead, and cultivate a culture that leads Calvary Church to be a witness and neighbor in St Charles County and (on occasion) surrounding counties. The individual is thereby a major ministry leader among church leaders at Calvary. His or her lifestyle demonstrates such consistency and perseverance in faith.

The individual's leadership inevitably starts with prayer for the community, church, teams of volunteers and leaders—as well as for discernment.

This person represents Calvary with local agencies and churches, so his or her dealings, commitments, and communications demonstrate integrity, being above reproach and trustworthy for the sake of the network of relationships they manage. The Director demonstrates humility and consistency in these partnerships.

The spiritual gifts of mercy, evangelism, and discernment are required for the Community Ministry Director to function in the role at Calvary. Community Ministries at Calvary are a deliberate commitment to compassionately engage our neighbors – representing the Gospel in action – and clearly communicate the gospel whenever possible. Discernment is certainly necessary; mercy and care dominate this individual's life. People quickly affirm that the Director exhibits this unusual mix of mercy, evangelism, and discernment as he or she helps people, develops leaders, guides partnerships, and evaluates new opportunities.

This leader is someone who demonstrates a true heart for people. He or she enjoys people, demonstrating cheerful, motivational skills. He or she helps people feel at ease, and creates safe opportunities for others. As with much of life, strong healthy conflict resolution skills will be necessary, even taking criticism that may not always be warranted. They will choose to pursue peace as much as possible.

The Community Ministry Director amplifies the vision for community impact and missional culture among colleagues and in the church. The individual is a skilled communicator in order to champion community ministries and envision a preferred future. Whether by gifting or experience, this person has honed leadership skills. People appreciate the balance of humility and leadership in the Director.

The Community Ministry Director has a more intuitive decision-making style of logic. Yet because he is responsible for curating, analyzing, and relaying relevant data, he or she does not make “snap decisions” unrelated to everything else that must be considered. He depends upon a blend of intuition and data. People often confirm, “He is street smart.”

The Director is a self-starter with a higher-than-average level of initiative. An adventurous willingness to move into new, fresh opportunities serves the Director well.

This role requires a fairly high pace. He or she is able to pace themselves – demonstrating balanced commitments, self-governance, and good boundaries. At the same time, the Director exhibits a willingness to humbly adapt his or her own pace to the pace of the surrounding

context and volunteers. So the Director has a high relational intelligence to discern the needs of church calendars and volunteers so as to not burn out volunteers. .

A low energy person will not work well at Calvary Church. So, the Director has a fairly large "platter" that channels into diverse activities at the same time. Though he or she knows their own pacing – self-confident enough to know when to slow down or seek rest – he has an energy level that is high enough to be productive and successful even when challenges arise.

While the Director often finds himself or herself in front of their teams, it is vital this person operates in a team-oriented way, to the end that they move forward with other people, rather than individually or autonomously. There is a passion, as well as a commitment, to develop teams. The individual's "team-first approach" extends in multiple directions.