

live the Life

Pastor of Biblical Community

To apply, send a resume' to hr@harvestweb.net.

harvest
CHURCH



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Small Groups Pastor Job Description

Title	Pastor of Biblical Community
Location	Harvest Church Heights Campus, Billings, Montana
Reporting Relationship	Executive Pastor
Organizational Position	Member of the Directional Leadership Team (DLT - Harvest's Executive Staff)

Organization

Harvest Church (Harvest) is a member of the Western Conference of the Evangelical Church with a strong vision and track record for reaching the unchurched. In its 10 history, Harvest has become renowned for impact within the community. Harvest is a church known in the community for living out its faith in tangible ways.

The average attendance across all campuses exceeds 2,400, with the majority of the church having been previously unchurched.

Harvest Church	2009	2010
Operating and Financial Data		
Total Budget	\$ 2,697,116	\$ 3,350,000
Total Weekly Attendance	2100	2500
Total Student Attendance	350	576
Total Children Attendance	430	434
Total Staff Headcount	37 FTE, 15 PTE	35 FTE, 12 PTE

Harvest has four campuses. The main campus is housed in a unique and useful facility built on 28 acres in The Heights area of Billings, Montana. The current worship venue seats 625 in four weekend services (two on Saturday and two on Sunday) for a maximum capacity of 2,500 adults at the Heights Campus. An additional 1,260 seats are available at Harvest Campuses totaling a maximum church wide attendance of 3,760 over 10 services at the four campuses. The entire campus venue carries a simple, inviting, and unique theme achieved through the clear vision casting of the staff.

Harvest Church staff is managed by a Directional Leadership Team who reports to the Executive Pastor then to the Lead Pastor.

Vision

The trademark of Harvest is to be a church that matters. A regular saying in the halls of Harvest is to be the kind of church that if Harvest ceased to exist the most ardent critic of Christianity would be “bummed”.

Harvest prides itself on being known as a church who lives out what they say they believe and living life as though Jesus were living through them. In each community where Harvest has a campus, the DNA of making an impact in the local community is tangible. The successful candidate will embrace the simple, yet profound mission and vision of the church and seek to structure an Adult Groups model within the parameters of that vision and mission.

Harvest is also known for a welcoming spirit, undergirded by solid biblical values in a contemporary setting. From the matching climbing walls in the lobby to compelling environments of the contemporary weekend worship, Harvest strives to be culturally relevant. The theology of Harvest can be described as biblical, orthodox, and evangelical. While Harvest's roots are in the Evangelical Church, ties to the denomination are loose. For a full listing of the theology and core beliefs of Harvest, visit http://harvestweb.net/heights_doctrinebeliefs.

Programming at Harvest is intentional in an effort to reach more and more people by engaging and mobilizing the Harvest family in weekend services as the primary entry point, while maintaining a welcoming and disarming spirit.

Harvest is committed to reaching those far from God. That's the core of their simple vision, the reason for their ministry plan most aptly expressed in their mission:

*living Life as though
Jesus were living through you*

Community

Billings boasts a high quality of life at a low cost of living. A town serving approximately 120,000 in the county, it is undoubtedly a great place to live and raise a family, [voted #3 on the 100 best places to raise a family by Best Life Magazine and featured on The Today Show](#). Family life and outdoor activity are optimal in Billings. Good schools, summer sports with its 14 hours of sunlight and winter sports with three snow ski resorts within 3 hours drive, options for eating out, and cultural opportunities abound for families wishing to live in the area. The major industries driving the economy of Billings are agriculture, energy, transportation, medical, and education. Shopping and cultural activities draw visitors from a large area as well. [Chamber of Commerce](#) materials are available upon request.

Ministry in the community of Billings is laden with opportunities for growth, life change, and expansion of the church. Harvest draws all sorts of people, but most families are professionals, in the middle to upper class income bracket. The successful candidate will immerse themselves in the community and show a commitment to being an integral part of Billings.

Position Description

Community is a biblical value. We were made to know and be known by others. Biblical community is essential to authentically follow Christ. We believe small groups is an effective delivery system to help us experience true community.

Our passion is to see our people living for Christ in community with one another and therefore impacting their communities (neighborhoods).

Personal Qualities

- Models biblical community
- Model qualities of a Christ follower who loves God and loves people.
- Self-starter
- Emotionally healthy and self-aware
- Loves people and enjoys developing them (not just managing them)
- Organizational leader (builder) with strategic thinking gifts
- Is good systems and process thinker and executer
- Can influence relationally, not just positionally
- Can equip and empower
- Has a heart for reaching the city
- Enjoys collaborative teamwork
- Emotional and environmental intelligence
- Good personal recruiter... can “work the lobby”

Champion Community

- Assist Harvest Church DLT in developing a clear and cohesive philosophy of small groups that fits the context of Harvest Church and Billings, Montana
- Help the Lead Pastor and the creative team by giving input to weekend services and preaching
- Capture stories that will help paint the picture of true biblical community
- Help educate and motivate staff/key leadership to embrace biblical community

Learn

- Aggressively learn best practices from other churches
- Build a network of relationships with small group pastors who lead thriving ministries
- Identify existing and build new tools and resources that will help groups be healthy

Manage

- Effectively communicate with staff, groups, and congregation
- Coordinate small group life with other ministries and initiatives within Harvest
- Regularly assess the health of leaders and groups
- Develop a scoreboard for success and health of small groups
- Develop rhythm of group life for Harvest
- Challenge and help groups to live out Harvest’s mission, values, and strategy
- Develop strategies for building health into groups

- Bring learnings from groups... what's working? what's not? what are the spiritual and relational needs of groups, etc?
- Oversee and manage budget for small groups

Start Groups

- Develop strategy for placing new attenders and members into small groups
- Leverage the weekend sermon series and grow classes as a platform for launching groups

Leverage Technology

- Utilize the website to enhance group life and communication to manage group life
- Utilize technology to assist in communication with groups and management of groups:
 - staff to group leader
 - group leader to group member

Develop Infrastructure

- Love, grow and lead small group leaders
- Develop and own the execution of a formalized leadership development process/pipeline
- Implement simple, relational plan for training - Lots of life on life interaction
- Create and develop a coaching infrastructure that provides adequate shepherding, leadership and development of small group leaders
- Multiply the ministry by personally developing leaders of leaders

Curriculum

- Work with Growth Pastor to provide a well-rounded, doctrinally sound spiritual diet of curriculum.
- Through the leadership infrastructure, have awareness of what is being taught in groups.
- Develop a team that can write sermon-based curriculum

Other Campuses & Departments

- Serve as a resource to other campuses and departments in their efforts to build biblical community.
- Develop duplicatable process and structure that, while contextual to local campus environments, can be executed by the Campus Pastor.

Education

Formal education is not a predetermining factor for the selection of the new Pastor of Biblical Community. However, it is likely that they will hold a Bachelor's degree from an accredited college or university. A degree in Christian Education is preferred, but not required.



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Benefits Package Overview

Pastor of Biblical Community Pastor

In addition to annual salary the Pastor of Biblical Community position will also include/be:

- Eligible for pastoral housing allowance
- Health Insurance for the employee
- Cellular phone allowance
- Employer provided contribution to 403(b) retirement
 - 7% of annual salary, less housing allowance (Guidestone Financial Resources)
- Relocation Expenses / Signing Bonus
- 3 weeks of Paid Time Off (PTO) per calendar year
- Normal job related expenses / Expense Account

Reporting Relationship

Pastor of Biblical Community

The Pastor of Biblical Community will report to the Executive Pastor and participate as part of the Directional Leadership Team for Harvest Church.

