

# Director of Ministry Development

## Areas of Responsibility & Candidate Profile

### 1) Move 3Crosses Ministry Initiatives Forward

This role is responsible for helping the Senior Pastor and 3Crosses Lead Team design and execute the highest-level projects at 3Crosses. This will include serving in the “Product Manager” role for our Lead Team, coaching Lead Team members in carrying out their respective team projects, and helping develop product managers throughout the organization.

Rubric of Success: The ministry of 3Crosses is moving forward with speed and stability.

We are looking for a candidate with experiences in:

- High-level church ministry (Executive Ministry Team)
- Overseeing initiatives from start to finish across multiple teams.
- Coming alongside leaders and helping them align to organizational vision and standards.

### 2) Ensure the Overall Ministry of 3Crosses is Managed Well

Part of this role is working to “keep the lights on” and our various ministry areas resourced so that they may move forward in their work. This includes coordinating our operations departments (Facilities, IT, HR, Finance, Security) with our ministry leaders and our ministry leaders with each other in alignment with the vision of 3Crosses.

Rubric of Success: 3Crosses ministry leaders have the resources they need to move forward with their initiatives.

We are looking for a candidate with experiences in:

- Managing church operations and/or centralized services
- Helping staff members be equipped with the resourcing they need.
- Making decisions related to budget, staffing, policy, etc.

### 3) Ad Hoc Projects and Initiatives

This individual will be deployed to carry out high-level special projects that are outside the bandwidth of the Senior Pastor.

Rubric of Success: Projects are completed on time and in accordance with the vision laid forth by the Senior Pastor.

We are looking for a candidate with experiences in:

- Carrying out a wide spectrum of projects within an organization.
- Pastoral Leadership (preaching/teaching, shepherding, church oversight)
- “Leading from the second chair.”

**Role Profile:**

- Seen as spiritual leader by staff/congregation (not merely business/operations leader)
- Serves as direct report to Senior Pastor
- Serves on 3Crosses Lead Team
- Manages Various Staff Members

**Ideal Candidate Profile:**

- Mature relationship with Jesus Christ.
- Aligns with 3Crosses Staff Vision (Transform the East Bay with the Gospel)
- Exemplifies our preferred staff culture (healthy, humble, hungry).
- Experience working in high-level spiritual and ministry leadership.
- Track record of success in project management.
- Educational background to serve as a Ministry Director at 3Crosses (30 units Bible & Theology).