**Wellness and Recovery Ministry Leader**

**Position Status**:Salary Exempt (Ministerial Exception)/Full Time

**Reports to**:Pastor Ryan LaRock, Associate Pastor

**Supervision**: Supervise group leaders for certain ministries and support groups along with coordinating volunteers who help to facilitate regular worship opportunities.

**Job Summary**

This role is responsible for developing a “recovery-minded” culture of doing and being “church” that aligns with the vision set by the pastoral leadership for discipleship and Christian transformation. The leader of this ministry is tasked with creating groups and forming a network of leaders who are dedicated and committed to meeting individuals and families along a diverse spectrum of recovery. This position is called to oversee the day-to-day functions of our recovery ministry, which includes groups, workshops, coaching, and other community care related functions as determined by the Associate Pastor.

**Qualifications**

* Holds a mature and grounded understanding of the Christian faith in thought, word, and deed.
* Exhibits a mature and empathetic posture around sensitive situations not limited to addictions, relationships, and other matters of a confidential nature.
* Has a passion for discipling leaders to adopt or lead various groups within the wellness community.
* Is driven to motivate and inspire through the creation and implementation of programs and spaces that invite and foster understanding.
* Demonstrates a willingness to seek reconciliation and dialogue as the utmost priority when faced with conflict.
* Establishes a safe space and lays the groundwork for a ministry that welcomes people, no matter where they are in their various stages of recovery or brokenness.
* Possesses the ability to maintain integrity and confidentiality within the context of regular counseling or support settings as delegated by the Associate Pastor.
* Must have 5–7 years of experience in the areas of ministry, with a preferred emphasis on addiction support, counseling, or recovery.
* A preferred knowledge/familiarity with Celebrate Recovery Ministry (or similarly designed program) is desired or prior experience having developed and led a recovery program/ministry.
* A background in counseling or social work is not required, but highly considered.

**Essential Duties and Responsibilities**

* Be present, establish programs, develop leaders, and structure a comprehensive Recovery Ministry (Celebrate Recovery or similar program) that reaches adults and youth/students.
  + In collaboration with the Director of Worship and other appropriate staff, design and coordinate regular worship opportunities in the evenings that incorporate a message, prayer, music, celebration, and testimony.
  + Train and recruit leaders, including regular leadership development and workshops.
  + Work with our Director of Student ministries and Minister to Young Adults and Families to grow programs and resources that relate specifically to those age groups.
  + Provide regular feedback and observational summaries for bi-weekly care assessment meetings.
  + Serve as the staff mediator in conversations with Associate Pastor in situations beyond group leader responsibility/qualifications.
* Serve on the Ministry Development Team and other teams per the discretion of the Associate Pastor.
* Attend appropriate and relevant trainings/continuing education opportunities.
* Offer regular workshops throughout the year for church and preschool staff along with other (non-staff) leaders, as deemed appropriate, in hopes of educating and fostering best practices around the areas of addiction and wellness in the context of a church.

**Leadership Competencies**

These are the core values and traits that should be used and exhibited to successfully lead in this role.

* **Effective Communicator**—Clearly and succinctly uses a variety of communication skills and styles to ensure that the gospel message is delivered, received, and understood in a relevant and not overbearing way.
* **Time Management**—Be flexible and open to self-starting projects while also structuring time with self-care and personal growth in mind.
* **Integrity and Trust**—Confidentiality is vital and crucial to the success of this ministry area and must be embodied while adhering to protocols that may necessitate mandatory follow-up or action.
* **Organizational Agility**—Knows how to get things done, both through formal channels and the informal network.