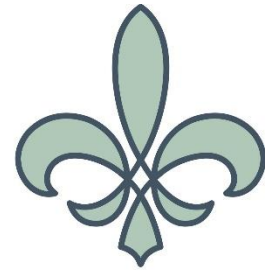


MERCY MINISTRY DIRECTOR

Full-Time Position



TRINITY
PRESBYTERIAN CHURCH

CHURCH OVERVIEW

Trinity Presbyterian Church is a congregation of the Presbyterian Church in America located in Norfolk, VA with a mission to reach people with the freedom of Christ, equip people with the truth of Christ, and send people with the love of Christ. Our church was planted in 1999 and has grown to over 400 communicant members. We are looking for a committed, full-time Mercy Ministry Director to join our team of passionate staff. Learn more about the values of Trinity [here](#).

POSITION OVERVIEW

This is a full-time ministry staff role, reporting to our Executive Pastor. For this role, you will need to be a follower of Jesus who is either a member of Trinity or willing to become a member of Trinity. You will be expected to live in or near Norfolk, VA and work from our church office space in Ghent four days a week. Though much of the work will take place between 9am and 5pm, Monday through Friday, there will be regular evening and weekend commitments as well. A weekly schedule will be negotiated between the Mercy Ministry Director and the Executive Pastor on an ongoing basis.

MISSION

The mission of the Mercy Ministry Director is to mobilize and equip the congregation to participate in the work of mercy and justice in our city. The Mercy Ministry Director will lead the Mercy & Justice Team and work closely with the Diaconate to ensure that the congregation is caring for tangible needs that arise both internally and externally. The Mercy Ministry Director will also work closely with other staff and volunteer ministry leaders to develop mercy ministry engagement through other existing ministries (youth, children, women, etc...).

The most important responsibility of the Mercy Ministry Director is to cast vision for the importance of mercy ministry in the life of the church.

RESPONSIBILITIES

The Mercy Ministry Director will have the following primary responsibilities:

- Lead the Mercy & Justice Team: recruiting team leaders and volunteers, facilitating team meetings, and seeking to encourage and equip the volunteers already working in mercy and justice ministries.
- Support volunteer team leaders of various mercy ministries (e.g., Foster Care & Special Needs).
- Coordinate all of Trinity's volunteer efforts in the community, delegating leadership responsibilities to volunteers wherever possible.
- Provide assistance to the Diaconate in caring for those who require help navigating government agencies and bureaucracies for services.
- Initiate and maintain relationships with community agencies, groups, and leaders.
- Attend monthly meetings of the Diaconate to report and collaborate on mercy and justice ministries.
- Attend weekly staff meetings and work with other staff members to promote mercy ministry.
- Work with the Session to identify opportunities to educate the congregation on mercy and justice.
- Lead annual summer congregational outreach program in the city of Norfolk.
- Pray faithfully for the work of mercy and justice in our congregation.

PROFICIENCIES

Communication: The Mercy Ministry Director must be a skilled communicator in both written and oral form. Organizing complex details and communicating them in a clear way is an important part of the work of leading volunteers. You must also be able to track communication (and be very responsive) across multiple channels without losing any details. You should also be willing and able to speak clearly and effectively about the gospel in front of large groups.

Leadership: Our Mercy Ministry Director will be comfortable leading leaders and equipping others to do the work of ministry. Ministry Directors at Trinity are expected to model servant leadership for the congregation.

Compassion: Though the Mercy Ministry Director is primarily leading leaders, a successful candidate will have a heart for those in need. Ability to work with both physically and mentally disabled people is very important.

Discipleship: We want a leader who is able to multiply his or her efforts through the effective spiritual development of volunteer leaders within the congregation. Being able to instruct and exhort others in the Biblical foundation of mercy ministry is vital to the long-term health of our ministry. You will also need to recruit and retain volunteers through regular pursuit of and investment in members of the congregation.

Team Player: The Mercy Ministry Director will work closely with numerous volunteers, staff members, and officers in the church. Navigating a complex network of relationships will require the ability to collaborate and communicate well with these team members, maintaining a can-do spirit and not complaining, making excuses, or gossiping.

REQUIREMENTS

Education: Bachelor's degree preferred.

Experience: Mobilizing, organizing, and encouraging volunteers in Christian service. Some past service and leadership in an urban mercy ministry context.

APPLICATION INSTRUCTIONS

To apply, please submit the following via email to ben@trinitynorfolk.com

1. Cover letter and PDF of your resume
2. One-page paper detailing your philosophy of ministry
3. StrengthsFinder Top-5 Strengths Report (optional)