



Job Profile: Church Facilitator

Background on CAST

Who we are

The Church Alliance for Social Transformation (CAST) is based in Durban, South Africa. We journey with local churches towards the peace and justice of God within neighbourhoods. We have worked with marginalised and excluded communities through local churches for the past 20 years. Life in South Africa is hard for most people; extraordinary levels of poverty, hunger, unemployment and crime make life extremely difficult for the average South African. But we believe in the power of the local church to bring Jesus' light, love and hope to the hardest to reach places; there is a church in every township, suburb and far flung rural community – where there are people, the church is present, and we at CAST are passionate about journeying with and equipping these churches to be able to work towards “your Kingdom come, your will be done on earth as it is in heaven”.

As an organisation we have worked closely with other practitioners, theologians and church leaders from around South Africa in developing a tried and tested model of local missions and community outreach which is rooted in both scripture and sound sustainable development practices. But more than just an organisation, we are an Alliance; An alliance of local churches, Christian Leaders, Faith Based non-profit organisations and ordinary Christians who are committed to living out their faith in the world around them.

Vision

To see the church, active and engaged in their communities working towards more of the peace and justice of God being evident in their neighbourhoods and world.

Mission

We journey with local churches to restore the justice and peace of God in the world. We do this through aligning, equipping and empowering local churches to transform their communities.





CAST's Application process

Please read the Job Description on the following pages carefully. If you would be interested in applying, meet the criteria and have the experience needed to perform the role please email you CV to hr@cast.co.za by the **30th of September 2026**. Please ensure that your CV is short and to the point (not more than 3 pages). It should clearly demonstrate any experience relevant to this role.

We will then review applications; if you have not heard from us by the **9 October 2026**, please assume your application has been unsuccessful. Should you be successful, you will be invited to the second round of the application process where you will be required to complete an online questionnaire telling us more about yourself. This will be due by the **20 October 2026**.

Successful applicants will then be invited to the third round when we will be doing a face-to-face interview. This will take place in early November 2026.

After reading through this job profile, if you have any questions, or want to find out more about the recruitment process, please do not hesitate to contact hr@cast.org.za.





Job Profile

Job title	CAST Church Facilitator
Name	
Reporting to	CAST Alliance Building Strategic Lead
Department / Team	Partners Strategy Team
Location	
No. of direct reports	0
Contract	Full-time; 40hr/week; Flexi-time with timesheets. (core hours 8:00-4:30 week days)
Date	

Role Purpose

The core purpose of this role is to journey with CAST partner churches as they seek to restore the peace and justice of God in their neighbourhoods and the world. The Church Facilitator will develop strong, healthy and sustainable relationship with pastors, church leadership, justice teams from partner churches and other alliance partners, and will facilitate the journey process to bring about community transformation. This journey will be documented and reported.

Role Breakdown and Key Performance Outcomes

Responsibility	Scope of work	Outcomes	Weighting
Facilitation: Facilitate processes which build the peace and justice of God in the world.	• Process facilitation (“the journey”) for churches and groups we work with looking to build towards the peace and justice of God in their neighbourhoods. • Design, prepare, and facilitate contextual Bible studies that connect faith, scripture, and lived realities.	• Churches and groups we work with are supported through well-facilitated journeys that strengthen their capacity to embody and pursue God’s peace and justice in their local contexts. • Participating groups demonstrate deeper theological reflection and contextual understanding through facilitated Bible studies that connect faith to lived realities.	20%



	• Preparation, training and facilitation of retreats and discernment processes for church groups.	• Retreats and discernment processes are effectively designed and led, enabling church groups to clarify purpose, direction, and next steps for action. • Facilitation spaces are experienced as safe, inclusive, and participatory, fostering trust, reflection, and collective ownership of outcomes. • The groups we work with emerge with increased confidence, alignment, and practical plans to engage their neighbourhoods in meaningful, sustainable and transformative ways.	
Relationship Building and Network building: Relationship with pastors, church leaders and justice teams; as well as other alliance partners eg NGOs, donors, volunteers.	• Build and sustain trust-based relationships with pastors, church leaders, justice teams, programme support NGOs and other key partners identified as important for organisational strategy. • Accompany churches through the Masihambisane journey with appropriate rhythms of engagement. • Meet regularly with pastors, church leadership and justice teams (weekly at the start of a journey, and then in consultation with the strategy team, deciding on a less regular check-in process with the church). • Regular phone and Whatsapp check-ins with individuals that you are accompanying.	• Strong, trust-based relationships are established and sustained with pastors, church leaders, justice teams, and key partner organisations aligned to CAST's strategy. • Churches on the Masihambisane journey feel consistently accompanied, supported, and clearly guided through each phase of the process. • Regular, structured engagement with church leadership results in shared understanding, accountability, and momentum in the journey. • Accompanied individuals experience reliable pastoral and relational support through ongoing check-ins and responsive communication. • CAST's vision, values, and journey process are clearly and consistently communicated, leading to alignment	20%



	• Communication of the vision of the journey process in all meetings (individual or group). • Open and regular communication and reporting with partner church and CAST team so that: • Partner churches are clear on the next steps and the overall direction of travel. • the full CAST team knows where every church is at. • the CAST team can strategize next steps together.	and shared ownership among church partners. • Clear, timely reporting enables churches to understand next steps and enables the CAST team to maintain an accurate, shared picture of progress and to strategize effectively together.	
Project support: Accompaniment of churches as they implement effective and sustainable projects arising from Masihambisane process with the church partner.	• Accompany churches and facilitate processes to identify sustainable development projects relevant to a particular community (in particular supporting to identify shalom-filled projects that build peace and justice in communities). • Facilitate community mapping processes with church partners. • Identify and connect appropriate partners or NGOs to support project implementation, where required. • Ensure each step is documented and reported • Engage in events linked to church partners or social issues that are aligned with who we are and where we are working	• Churches are supported to discern, design, and commit to sustainable, contextually relevant projects that reflect shalom and contribute to peace and justice in their communities. • Community mapping processes are completed with church partners, resulting in clearer understanding of community assets, needs, and relationships. • Appropriate partners and NGOs are identified and integrated into projects, strengthening implementation capacity and long-term sustainability. • Church partners demonstrate growing confidence and ownership in leading and managing their projects with external support where needed. • Project processes, decisions, learnings, and progress are consistently documented and reported, enabling accountability,	20%



		shared learning, and effective organisational planning.	
Strategy development and team building	• Actively participate in all CAST team meetings and contribute to shared reflection and planning. • Work with the Partners Strategy Team to develop strategies for the churches you are accompanying • Actively support the development of strategies of Church Partnerships which others are accompanying (engaging in meetings, actively replying to requests for assistance received electronically and in person). • Take initiative and support fellow team members when they need support and input. • Regular rhythms of retreat and silence to hear from God about the work and strategy for the work.	• The staff member is an active, reliable contributor to CAST team meetings, strengthening shared learning, coordination, and organisational coherence. • Church accompaniment strategies are developed collaboratively with the Partners Strategy Team and are responsive, contextual, and aligned with CAST's overall vision. • Strategic insights and practical support are shared across church partnerships, improving quality and consistency of accompaniment beyond individual portfolios. • Team members experience collaborative and shared support through timely input, initiative, and willingness to assist when needed. • Clear communication and collaboration contribute to a strong, trusting team culture marked by shared responsibility and mutual accountability. • Personal and team discernment is strengthened through regular rhythms of retreat and silence, grounding strategy and decision-making in prayerful reflection and attentiveness to God's leading.	20%
Personal Development: Increase knowledge and understanding of the justice and peace	• Study time around the theory, theology and practice of justice, peace building, community development, social transformation and	• Enhanced theological expertise: Demonstrated growth in understanding of justice, peace, and holistic mission through regular study and reflection.	20%



of God (theory, theology and practice)	church holistic mission. This could include: • Bible study • Reading articles, books, blogs and other expert material • Listening to podcasts • Attending meetings, webinars, discussions • Participating in formal study courses • Take initiative with own learning; this includes actively participating in activities that are on offer, initiating learning opportunities for the team, and thinking through personal development goals and objectives	• Applied knowledge in practice: Integration of theological insights into daily work, ministry activities, and community engagement. • Contribution to team learning: Sharing resources, initiating discussions, or leading study sessions that elevate collective knowledge. • Improved critical thinking: Ability to analyse complex issues of justice and peace with theological depth and practical relevance. • Personal growth goals achieved: Clear progress against self-set development objectives, tracked and reviewed periodically. • Active engagement in learning opportunities: Consistent participation in courses, webinars, and discussions, with documented takeaways applied to role.	
Living CAST's values	• Commit to CAST values in all the work that we do and in strategising about what and how to do the work.	• CAST's values and statement of belief are consistently embodied in daily work, relationships, facilitation processes, and decision-making. • Strategic choices about what work is undertaken and how it is done are clearly shaped by CAST's theological commitments and organisational values. • The staff member demonstrates alignment between personal conduct and organisational values, contributing to trust and credibility within CAST and with partners.	





Values and Ways of Working

- **Shalom:** This role advances Shalom by facilitating processes that help churches embody and pursue peace, justice, and right relationships in their local contexts. Through accompaniment, discernment, and project support, the Church Facilitator enables communities to move toward restoration, reconciliation, and flourishing.
- **Human Dignity:** This role upholds human dignity by engaging pastors, leaders, and communities with deep respect, honouring their agency, voice, and calling. Facilitation processes are designed to be inclusive and participatory, ensuring that all individuals are seen, heard, and valued in shaping their own journeys of transformation.
- **Listening:** Listening is central to this role through attentiveness to God, to scripture, and to the lived realities of communities. The Church Facilitator prioritises reflection, discernment, and the centring of local voices, ensuring that action taken is grounded, contextual, and responsive
- **Collaboration:** This role works collaboratively with churches, partners, and the wider CAST team to co-create pathways toward community transformation. Through strong relationships, shared discernment, and clear communication, the role fosters alignment, mutual learning, and collective ownership of the journey.
- **Rest and Work:** This role models working from a place of rest while engaging the demands of facilitation, relationship-building, and accompaniment with commitment and care. Through intentional rhythms of reflection, preparation, and disciplined follow-through, the Church Facilitator sustains both faithful presence and effective, high-quality delivery over time.

Contract and Remuneration (refer to Annexure for Band content)

- Salary band: B
- Salary Range: R17,000-R25,500

Band placement and progression decisions are guided by clearly defined criteria to support internal equity and transparency across the organisation.

Safeguarding & Equal Opportunity Statement

CAST is committed to creating and safeguarding a working environment that is safe, inclusive, and grounded in dignity and respect for all. We have zero tolerance for abuse, exploitation, harassment, or discrimination of any kind. We are an equal opportunity employer and actively seek to build a diverse team, recognising that fairness, transparency, and equity are essential to our mission. All appointments are made on merit, with due regard to our safeguarding policies and commitment to social justice.





Minimum Requirements	
Education and/or Experience (Min):	5 years' experience Community development, practical theology, contextual bible study and/or a related tertiary degree in a related field with 3+ years experience
Education and/or Experience (Preferred):	5 years' experience working in praxis-based approaches with faith communities and/or a related tertiary level degree with 3 years related experience.
Skills and competencies	Process facilitation, workshop facilitation, strategic thinking, communication skills, MS Word, Excel, Teams and PowerPoint, understanding of church governance and functioning,
Generic Skills	Committed life to Christ; Well-organized; Team Player; Motivating; Confident; Assertive; Servant leader; Faith orientated attitude; Humble; Professional; Structured; Measured risk taking; Communication

