

# Ministry Assignment



## **Missions Mobilizer** – Atlanta (v1.9)

**Synopsis:** The person in this role is responsible for creating and maintaining a steady and increasing flow of persons moving toward future field assignments with Encompass.

**Reports to:** Director of Mobilization and Recruitment

**Works closely with:** Other Mobilizers, Personnel, Communications, and Leaders of Missional Networks

**Location:** Atlanta, some travel required, averaging 25%

**Job Type and Time Period:** Full Time, Exempt Employee. This assignment is expected to be for 2 years with renewal possible. The Mobilizer will raise support for a portion of the position's expenses.

**Responsibilities:** The person in this role is responsible for:

1. Engaging with potential recruits, both individually and in group settings, to maintain and increase the flow of new workers entering the formal application process for deployment with Encompass;
2. Connecting with individuals through churches, college campuses, and conferences to motivate interest, influence next steps, and lead others into meaningful engagement with Encompass mobilization opportunities;
3. Equipping Encompass staff, volunteers, and board members with tools and information that enables them to initiate and advance recruiting efforts;
4. In collaboration with the Director of Mobilization and the Mobilization Team, working with the Communications Team to develop effective and motivational communication tools across all appropriate mediums;
5. Tracking and evaluating data that reveals and helps improve the effectiveness of recruitment efforts; with short and long-term workers.
6. Collaborating with other staff to assure the success of all shared organizational goals;
7. Creating a culture of collaboration, accountability, mutual support, and commitment to living by scriptural principles and the values of Encompass World Partners.

**Qualifications:** To perform this job successfully, an individual must have the following knowledge, competencies, and experience:

1. Passion for identifying and assisting those potential cross-cultural workers whom God is calling to join Encompass's team;
2. An ability to effectively communicate vision, build relationships and assist others in identifying their role in the Great Commission;
3. A high level of discernment that helps ensure that only the most qualified candidates begin the application process;
4. Familiarity with church operations, motivations, and cultures; familiarity with the culture of the Charis Fellowship is a plus;
5. An ability to apply appropriate collaborative, authoritative, coaching, and team-building leadership styles to motivate others to achieve desired results;
6. A bachelors degree is required and some formal Biblical training is preferred, as well as some relevant ministry experience.

## Mutual Expectations

This assignment is not a legally enforceable contract, but a description of mutual understanding.

The leaders and staff of Encompass World Partners agree to the following standards of conduct and accountability:

1. **Integrity.** We commit to serve Christ, the Encompass team, our sending churches, and the people to whom we minister in a manner consistent with the vision, values, goals, and high levels of integrity that characterize Encompass World Partners.
2. **Doctrine.** To the extent that ministry with Encompass requires teaching or discipleship, we commit to do so in a manner consistent with the doctrines and relational commitments summarized in the Charis Commitment to Common Identity. We will also respect the doctrinal convictions of the churches where we are deployed to serve, should such churches exist.
3. **Behavioral Expectations.** We agree to operate within the organizational principles, policies and procedures of Encompass, as such may change from time to time. We agree to abide by the Behavioral Expectations as outlined in the Employee Handbook.
4. **Accountability Structures:** We agree to submit to the accountability and leadership structures of Encompass, recognizing that our leadership is committed to providing transparent communication, and to apply its policies and procedures in a fair and biblical manner. We will use appropriate channels to make suggestions and to follow biblical principles in resolving matters where we disagree.
5. **Continual Improvement.** We commit to forming part of a learning community, striving continually toward growth and greater fruitfulness.
6. **Employment Changes.** We understand that situations often change in cross-cultural ministry, which may warrant a change in Ministry Assignment. We also understand that employment can be terminated at any time by the decision of either the employee or leadership, subject to the applicable policies and procedures in force at the time of separation. **Note that as a religious non-profit, Encompass does not qualify to participate in unemployment insurance.**
7. **Risk.** We accept that international travel and ministry involve significant risks, which we will seek to manage through appropriate policies and practices. We commit to to follow organizational policies and procedures designed to mitigate risks, and to release the Board of Directors and leadership from liability which arises from assuming those risks.
8. **Fiscal Responsibility.** We commit to being effective stewards of the financial resources God entrusts to us, which includes creating appropriate budgets and maintaining support levels. Where agreed, this extends to the responsibility to develop and maintain a financial support base sufficient to meet ministry budgets.
9. **Covenant of Spiritual Unity.** We subscribe to the following covenant:

*We affirm the indispensable nature of unity for the accomplishment of our mission.*

*We embrace the reality that unity reflects the nature of the Triune God and is essential to the Body of Christ on earth. We understand that through our unity God is revealing truth about Himself to the world (John 17:20-23). Before God I solemnly commit to pursue biblical unity in my personal and ministry relationships.*

I commit to live by this covenant of spiritual unity, and these standards of conduct and accountability:

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Signature

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Date