

Ministry Assignment



Mobilizer (v0.2)

Synopsis: The person in this role is responsible to engage and disciple people towards cross-cultural ministry with Encompass (approximately 50% of focus) and to encourage churches to take tangible steps towards fulfilling God's call toward the nations (approximately 50% of focus).

Reports to: Recruitment Coordinator (for recruitment role) and Executive Director (for church mobilization role)

Works closely with: Others on the Recruitment and Church Mobilization teams

Location: Based in Ohio with regular in person consultation in Atlanta. Travel required, averaging 25%.

Job Type: Full Time, Exempt Employee.

Financial Support: The person in this position is required to raise an assigned portion of the Encompass income budget as such may change, contributing to the overall cost of the position.

Responsibilities: The person in this role is responsible for:

1. Contribute to meeting Recruitment Team goals through:
 - a. Seeking individuals through churches, college campuses, and conferences to motivate interest, influence next steps, and lead an increasing number into meaningful engagement with Encompass mobilization opportunities;
 - b. Disciplining an assigned number of potential recruits, both individually and in group settings, to understand and pursue God's call, leading to application for ministry with Encompass;
 - c. Collaborating with the Recruitment team and others to develop and pursue effective methods and strategies in recruitment;
2. Contribute to meeting the Church Mobilization team goals through:
 - a. Collaborate with the Executive Director, Associate Director, and others in developing and pursuing effective strategies to mobilize churches to partnerships with Encompass;
 - b. Assist in executing strategies through calling and visiting church leaders and through representing Encompass;
 - c. Contributing to other church mobilization activities and communications as assigned;
3. Collaborating with other staff to assure the success of all shared organizational goals;
4. 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

The leaders and staff of Encompass World Partners agree to these 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 by the decision of either staff or leadership, subject to the applicable policies and procedures in force at the time of separation. We recognize that as a religious organization, Encompass is not **included in state or federal unemployment insurance plans.**
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 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 following appropriate budgets and support levels. Where agreed, this includes responsibility to develop and maintain a financial support base sufficient to meet ministry budgets.
9. **Mobilization.** We agree to assist in mobilization of partners in the USA to pray, send and go through intentional mobilization activities. These can include regular prayer communication and Home Ministries.
10. **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:

Signature

Date