



## ABOUT THE EMPLOYER

**TEAM - The Evangelical Alliance Mission** is a global ministry organization founded in 1890 that partners with churches to equip and send global servants who make disciples of Jesus Christ among the nations, leading to the formation of reproducing churches, going where the most people have the most need. We envision the church transforming our world, proclaiming the Gospel in both word and action.

To accomplish this purpose, we subject our lives to the truth of Scripture and we rely on God through prayer. God provides what is necessary to carry out His plan to build His Church among the nations. While only God can save, we speak His words, use His gifts, and reflect His love. Without constant reliance on God through prayer and obedience to His Word, we can do none of these things.

TEAM is both an equal opportunity employer and a faith-based religious organization. We conduct hiring without regard to race, color, ancestry, national origin, citizenship, age, sex, marital status, parental status, membership in any labor organization, political ideology, or disability of an otherwise qualified individual. The status of TEAM as an Equal Opportunity Employer does not prevent the organization from hiring personnel based on their religious beliefs so that all personnel shares the same religious commitment. Pursuant to the Civil Rights Act of 1964, Section 702 (42 U.S.C. [§] 2000e[- ]1(a)), TEAM has the right to and does, hire only candidates who wholeheartedly and without reservation agree with [TEAM's Statement of Faith](#).

## ABOUT YOU

Every candidate should be a believer in the Lord Jesus Christ who is in fellowship with a bible-believing church and **wants to make a difference through involvement in world missions**. This individual must personally embrace the purpose, vision, beliefs, and values of TEAM. Must be humble enough to embrace tasks both glorious and fun as well as those that are mundane and not glorious.

## TEAM STAFF COMPETENCIES

### Interpersonal Skills

- Treats others appropriately with sensitivity and respect
- Resolves differences effectively and graciously
- Contributes to team cooperation among workgroups

### Communication

- Listens actively and asks for clarification as needed
- Expresses thoughts clearly in speaking and writing
- Selects the medium, forum, and manner appropriate for the setting and culture

### Adaptability

- Flexible with differing work styles and culture
- Receptive to new or additional assignments
- Responds constructively to changing conditions and setbacks

### Servanthood

- Shows a commitment to serve for the good of others
- Ensures that actions meet the needs of the work context

### Decision-making

- Considers differing points of view and seeks input
- Able to analyze facts, solve problems and make decisions
- Demonstrates prayerful discernment and good judgment

### Task Management

- Demonstrates mastery of fundamentals required
- Takes Initiative that leads to effective results
- Plans and prioritizes workload for timely completion

### Continual Learning

- Assesses and recognizes own strengths and weaknesses
- Maintains a growth plan and pursues self-development
- Regularly meets with a growth partner for encouragement



## JOB DESCRIPTION

<b>Job Title:</b>	Church Engagement Manager	<b>Revised Date:</b>	September 2020
<b>Reports to:</b>	Director of Church Engagement	<b>Department:</b>	Global Resources
<b>Work Location:</b>	Remote in Midwest Region	<b>Job Classification:</b>	Full-Time Salaried, Support-Subsidized

### JOB QUALIFICATIONS:

This is a ministerial position and the following ministry-related qualifications are of paramount importance:

- Able to cast a biblical missions vision for those presently unengaged in missions
- Able to provide godly coaching and direction to those presently moving towards missionary service
- Able to assess the missionary candidate's spiritual maturity and readiness for international service with TEAM
- Able to resource and serve the local church in their efforts to mobilize their own people towards missionary service

This job also requires an individual:

- Spiritually mature with a growing relationship with Jesus Christ; An active member of a local church
- Possess great relational ability - someone who is winsome loves people and gains satisfaction from helping people meet their spiritual, philanthropic and missional goals; excellent verbal and written communication skills
- Has a ready understanding of a wide spectrum of local church contexts and the needs of local churches related to engagement in global missions; prior church staff service is highly preferred
- A self-starter who has a track record of successful planning, execution, and follow-through to accomplish agreed-upon objectives
- Strong public speaking skills in both large gatherings and small groups
- Excellent computer skills and a friendly, easy relationship with technology; experience working with spreadsheets, word processing, and office software; Salesforce experience a plus
- Minimum of Bachelor's Degree Required
- Ability and desire to develop partnership team to supplement salary. Prior fundraising experience is highly preferred

### WORKING CONDITIONS AND PHYSICAL REQUIREMENTS:

The following abilities are required for the position:

- Work at a desk in an office or home-office setting; Sit at an office desk or in a meeting room for extended periods of time
- Ability to work nights and weekends to accommodate church schedules
- Work for extended periods of time at a computer, requiring the ability to send and receive information with necessary optical, auditory and manual dexterity (fax machine, copier, scanner, etc.)
- Use a keyboard and mouse to enter, retrieve or transfer words or data information and/or move from screen to screen on the computer to view information
- Strong written and verbal communication and interpersonal skills; comprehend and speak English
- Display the reading skills necessary to proofread written material
- Perform basic mathematical calculations
- Frequent travel required (up to 25%); must be able to navigate airports and travel domestically and internationally
- Able to navigate international travel alone, some of which may be to developing countries that lack modern accommodations.

## **JOB OVERVIEW:**

The *Church Engagement Manager* represents TEAM to regional churches, casting vision for TEAM's work around the world and mobilizing churches to engage in global missions through giving and sending. This role connects with current sending and supporting churches in the TEAM network while also pursuing new church relationships to expand TEAM's reach. Church Engagement Managers are responsible for developing leads to relationships and furthering current partnerships in order to mobilize more missionaries.

TEAM has strategically identified specific locations in which to place Church Engagement Managers based on church engagement potential, key relationships, and proximity to other team members. For this reason, mobilization leadership will require a commitment on the part of the church engagement manager to reside near the area in which they were hired.

This support-subsidized role requires the employee to raise approximately 50% of the total cost of employment. Partnership development training, mentoring and budgetary figures will be provided to guide the employee in this process. 100% of budgeted support level or 80% for three consecutive months must be acquired before employment can begin. Financial support level must be maintained for the duration of employment with TEAM.

## **KEY RESPONSIBILITIES:**<sup>1</sup>

- Responsible for developing and maintaining key relationships through connecting regularly with a caseload of regional churches, with an emphasis on the top 25
- Cast vision to engage in deeper missions engagement through sending more missionaries, caring for missionaries, and giving to missions (including both to individual projects and missionaries and TEAM's Global Outreach Fund)
- Meet proactively with staff and missions committees of current and future TEAM churches, acting as their TEAM point person for questions and issues
- Represent TEAM at church events through preaching and teaching, presence at commissioning services, missions conferences, and other missions events
- Manage accurate Salesforce information for churches
- Maintain a big-picture understanding of TEAM vision and knowledge of ministry areas to accurately communicate with church partners
- Host training and networking events to connect churches to TEAM and to one another, including Explore workshops
- Contribute in regional and national missions events, positioning TEAM as an expert in church missions engagement
- Follow-up with online church leads to convert to sending and/or supporting relationships
- Meet with missionaries on home assignment to debrief church relationships and help them navigate church trends
- In areas where missions coaches are present, work collaboratively with coaches to engage with churches
- Actively participate in Church Engagement team, contributing to plans for campaigns and events
- Meet with peers and supervisor in regular meetings for prayer, collaboration, reporting, planning, and administrative matters
- Develop and maintain a financial partnership team and support level by casting ministry vision at churches, meeting with individuals, and sending ministry updates. Consult with supervisor to agree on work hours to be used for this ministry purpose.

---

<sup>1</sup> Disclaimer: The information in this job description indicates the general nature and level of work to be performed. This job description is not designed to contain or be interpreted as totally comprehensive of every job duty, responsibility, or qualification required by an employee assigned to this job. While employed in this position, an employee may be required to perform other assignments not listed in the job description.

Applications for employment are available online at <https://team.org/about/staff-opportunities/>. Inquiries may be made to:

**TEAM - The Evangelical Alliance Mission** | 400 S. Main Place, Carol Stream, IL 60188-2407

Human Resources Manager | Ph. (630)326-3430 | [Human.Resources@TEAM.org](mailto:Human.Resources@TEAM.org)