



<b>Title: Missions &amp; Outreach Pastor</b>
<b>Department: Local and Global Missions</b>
<b>Revision Date: January 30, 2023</b>

## **Purpose / Position Overview**

The Missions and Outreach Pastor will work with the pastoral team, missions workers and congregation at First Baptist Church to mobilize and equip in local and global missions and outreach. The position includes the aligning of purposes, strategies and logistics between ministry departments across First Baptist Church to go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit (Matt. 28:19).

## **Spiritual Requirements**

1. Affirmed and approved by the church (FBC) as a recognized member and leader of the church body.
2. Willingly submits to the FBC Membership Commitment and all other commitments as taught in the FBC membership classes.
3. Able to shepherd (lead, feed, and protect) the flock (Acts 20:28-31; I Pet. 5:1-4).
4. Meets character/spiritual qualifications of a Spirit-empowered, Gospel-centered, relationally-invested church leader.
  - a. Above reproach (I Tim. 3:2; Titus 1:7)
  - b. Demonstrates godly character (I Tim. 3:2-9)
  - c. Knows how to lead as a servant with appropriate life practices (Titus 1:6-8)
  - d. Ministers to his/her family (I Tim. 3:4; Titus 1:6)
  - e. Able to communicate the Word of God to others and give instruction in sound doctrine (Titus 1:9; Heb. 13:7)
  - f. Good reputation with outsiders/non-believers (I Tim. 3:7)
  - g. Full of the Spirit and wisdom (Acts 6:3)

## **Team Commitment**

To support unity of the spirit and the bond of peace within our team (Eph. 4:3, Acts 2:46; 4:24; 5:12; 8:6; 1:25):

1. I will focus my ministry on the **Mission** of FBC: To see a movement of people living, loving, and leading like Jesus that transforms our cities and our world.
2. I will focus my ministry on the **Purpose & Vision** of FBC: To magnify God's glory at the return of Christ by seeing tens of thousands from our church family of all nations standing ready before Christ.

3. I will focus my ministry on the **Strategy** of FBC: Disciples are made in the context of missional communities and authentic relationships. Missional communities are nurtured in five environments - large, medium, and small gatherings, individual time with God, and our global focus.
4. I will invest my **Resources** in FBC: Realizing our common mission, purpose, vision, and strategy requires that we generously invest our personal, God-given time, talents, and treasures.

## **General Areas of Responsibility**

1. To the Lead Pastors and Pastoral Team
  - a. Work with the FBC Pastoral team to equip the saints for the work of the ministry.
  - b. Serve as a consultant to all ministry areas (Kids, Youth, College, Groups, Women's, Men's Seniors, Camp Harlow, Worship, etc.) to help develop strategies within each ministry to incorporate local and global missions and outreach.
  - c. Assist in communicating, working with and developing a community involved in the mission of FBC.
  - d. Actively participate in pastoral and department meetings. Understand, embrace, and effectively communicate within the roles, rules, and relationships of this position as the Missions & Outreach Pastor. Be a team player.
  - e. Be a resource for other team members and departments and elicit similar resource-bases from the team.
  - f. Collaborate with other FBC Pastors to encourage mission strategies in all departments where possible (example: Work with the Groups Pastor to equip, launch, and empower small group environments).
  - g. Produce an annual budget and goals for the FBC Missions ministry in consultation with approval of the lead pastors and elders.
  - h. Pursue personal growth by attending workshops, conferences, and/or educational opportunities in order to increase effectiveness in ministry.
  - i. Fulfill other responsibilities as needed or assigned by Lead Pastor (Supervisor).
2. To the Local and Global supported workers
  - a. Develop a missions team (committee of volunteers for wisdom and implementation of mission goals).
  - b. Provide strategic vision and day to day leadership for local and global missions.
  - c. Recruit, encourage, and develop volunteer leaders and teams (e.g. local missionary partnerships, missionary-care, short-term teams, prayer teams) to help carry out the vision of becoming a church of all nations, for all nations for God's glory.
  - d. Oversee and facilitate FBC participation in local mission partnerships and local outreach opportunities as decided by the Executive Team/Leads. Examples: Eugene Mission, One Hope, Lane County, etc.
  - e. Facilitate communication for local outreach opportunities and mobilization.
  - f. Oversee, support, evaluate, encourage, meet regularly with, and provide opportunities for growth to the missions team.
  - g. Oversee pastoral care for supported workers through regular communication, prayer, care teams, visits, and when needed accountability teams.
  - h. Represent FBC workers to the congregation, sharing their needs and carrying their burdens through prayer, listening and appropriate missionary care.

- i. Coordinate with mission agencies and partners for short and long-term mission projects.
3. To the FBC Staff
    - a. Help lead staff meetings, prayer, worship, and community events as scheduled.
    - b. Be a participant in the FBC staff community through music, worship, prayer, and sharing of lives and ministry, celebrating birthdays and ministry anniversaries together.
    - c. Be a voice advocating for the diversity of our staff and congregation so that we will be a church of all nations, for all nations.
    - d. Communicate honestly and with kindness, being accountable and above reproach with a teachable spirit.
    - e. Resolve conflicts with skills that may include active listening, personal reflection, reconciliation and forgiveness.
  4. To the FBC Family
    - a. Develop and oversee local and global mission leadership and ministry teams.
    - b. Understand and effectively communicate FBC's mission and vision for the purpose of developing a service-minded lifestyle in the congregation as an expression of faith.
    - c. Be a participant in the FBC community through the weekly gathering for worship, small group community, and discipleship.
    - d. Perform pastoral duties as needed (e.g. teaching, preaching, communion, baptisms, weddings, memorial services, speaking engagements, etc.)
    - e. Act as Pastor-on-Call and facilitate Shut-in Communion as scheduled.
    - f. Maintain strong accountability with FBC leaders in all areas of departmental ministry for health and growth.
    - g. Keep the principles of the Great Commission (Matt. 28:19-20) and the challenge of praying for the Lord of the Harvest to send laborers (Matt. 9:38) ever before the congregation.
    - h. Coordinate regular all-nations events and prayer initiatives.
  5. To the local and global community
    - a. Be evangelistic. Share Jesus actively. Pray globally and live locally,
    - b. Assist in building growing engagement in ethnic diversity and cultural inclusion in our mission to love people well as a church of all nations.
    - c. Seek out and develop positive relationships with other pastors and para-church leaders for the purpose of encouragement, prayer, collaboration, training, and outreach events.
    - d. Partner with local and global organizations for sharing the gospel in word and deed.

### **Special Knowledge / Skills Required**

- Heart and commitment to actively share about salvation in Jesus.
- Heart and commitment to grow in Jesus and to mature in emotionally healthy spirituality.
- Ability to lead, manage, and serve a diverse array of people.
- Ability to develop pastoral staff in their personal and ministry growth.
- Ability to recruit others to a vision.
- Ability to mentor, build and lead teams.
- Ability to prioritize workload, multi-task, and delegate.
- Ability to exercise healthy conflict resolution skills.
- Good Communicator: Ability to understand, teach, and deliver verbal and written instruction.

- Ability to use a computer/technology for communication, data storage, and research.
- Ability to work effectively and efficiently with others in a team environment.
- Ability to be flexible, humble, has a service-oriented shepherd's heart.
- Demonstrates a missional/relational lifestyle.

**Education / Experience /Desired &/or required**

- This position requires a minimum of 10 years of ministry experience.
- It is desired that the successful candidate have five years of cross-cultural ministry experience with exposure to faith-based support.
- Biblical education, Bachelor's or Seminary degree preferred. Previous ministry experience may be substituted for educational requirement.
- Demonstrated leadership in a community/church setting.

**Directly Reports to**

- Lead Operations Pastor

**Terms of Employment**

- The Missions & Outreach Pastor is Full-time, Exempt, with typical work week Sunday and four weekdays. Special events may require a flexible schedule. Position may require some travel while maintaining departmental responsibilities.
- Endorse and support FBC's Membership covenant, Statement of Faith, and Position Statements.
- Abide by all policies and procedures as outlined in the FBC Personnel Policy Manual.
- Remain a member in good standing of FBC.

\_\_\_\_\_ Date \_\_\_\_\_  
 Signature of Missions and Outreach Pastor

\_\_\_\_\_  
 Signature of Supervisor

NOTE: This job description is not intended to be all-inclusive. Employee may perform other related duties as assigned or negotiated to meet the ongoing needs of the organization. From time to time this job description may be modified, changed, added to, or reduced.