**PASTOR OF GLOBAL MISSION**

**PURPOSE**

Mobilize FBC to be a catalyst for viral movements of God around the world through empowering partnerships, long-term and short-term opportunities, and personal outreach, so that growing numbers of people can experience real life with Jesus.

**GLOBAL MISSION STRATEGY**

Currently, FBC’s multifaceted strategy for global impact includes:

1. Nurturing **a church-wide sending culture** that engages members who stay in supporting those who go, in a unified commitment to sharing the Gospel among the nations.
2. Sending members to the nations:
   1. Sending and supporting **long-term, full-time missionaries** in areas of strategic focus, in empowering partnerships with the indigenous body of Christ, going through IMB, Skybridge, or other missions organizations.
   2. Engaging members in **mid-term assignments** (e.g. internships, summer programs).
   3. Engaging members in **strategic short-term teams** that come alongside long range mission efforts (e.g., serving through music, sports, ESL, etc.)
   4. Engaging members to seek opportunities to reach the nations **through their vocation and family life** (e.g., students can engage missionally while studying abroad, business travelers can engage missionally while on international trips, entrepreneurs can start businesses overseas in strategic places, employees can transfer to work out of the country, families can integrate mission with vacation travel).
3. Equipping and empowering indigenous partners for mission, fueling viral movements of God through local churches and mission partners in each region.
4. Reaching out to **international groups in the Knoxville** **area** (in collaboration with the Community Mission team), building awareness and strategies around the reality that the nations have now become our neighbors.

**GLOBAL MISSION PASTOR: KEY AREAS OF RESPONSIBILITY**

1. Develop strategy
2. Inspire and inform members
3. Engage and equip members
4. Empower leaders
5. Organize and coordinate
6. Promote faithfulness and excellence
7. **Develop Strategy**

Lead the design and execution of effective strategy by working with the Global Mission Leadership Team to:

* 1. Discern theoverall **vision, principles and priorities** for global mission.

*Goal: A clear sense of direction and purpose guides overall strategy.*

* 1. Establish written **criteria and processes** to guide strategic decisions, including adding or phasing out mission programs, partnerships and networks.

*Goal: Wise principles, applied with consistency and transparency, guide strategic decisions.*

* 1. Plan strategic goals, including discerning WIGs (Wildly Important Goals) and short-term objectives.

*Goal: Carefully chosen, focused goals guide the investment of time and effort for maximum impact.*

* 1. Work with ministry leaders to design and execute **action plans/timelines** for all elements of the strategy.

*Goal: Strategic actions are catalysts for viral movements of God.*

1. **Inspire and Inform Members**
2. Collaborate in a church-wide effort to **infuse mission as integral** to FBC’s identity—not just as a program or activity but essential to who we are as Christ followers.

*Goal: Members embrace global missions as part of a lifestyle of discipleship.*

1. Develop creative ways to help people to discover their **biblical calling and unique gifts** for global mission, and to develop a Jesus-rooted passion for sharing the Gospel with their neighbors around the world. (John 20:21, Acts 1:8, 2 Cor. 2:14-15, Eph. 2:10, 1 Pet. 4:10)

*Goal: Every member can say with enthusiasm and confidence: “I am a missionary sent by God in my own community and around the world.”*

1. Develop a **brief primer** and related materials that describe FBC’s global mission (at an 8th grade reading level) and share through a variety of media.

*Goal: Every member can easily understand FBC’s global mission – what we are doing and why we do it.*

1. Raise **awareness of the global mission field** – including the diverse people groups and cultures, their spiritual condition, their range of needs and assets, and how current events shape opportunities for mission; share stories of heroes already in the field. (John 4:35, Acts 17:22-23)

*Goal: Members are learning to see their region through God’s eyes and with His heart.*

1. Lift up **a biblically inspired vision** for what people groups and nations could look like if God’s will were done here “on earth as it is in heaven” and what FBC could be like if members fully embraced God’s mission in our world. (Isa. 65:18-25, Matt. 6:10, Luke 4:18-21)

*Goal: Members are discontented with the status quo of unreached peoples and driven to see people around the world—and in FBC—experience fullness of life in Christ as God intended.*

1. **Engage and Equip Members** 
   1. Create a **Concord School of Mission** that will assess, equip, and release our members to the nations. (Acts 13) Include a track for awakening our marketplace (business) people to the possibilities of how their skills and business can impact the nations and equipping them to engage through their work in creative ways.

*Goal: Capture momentum and develop skills among people who sense a calling to the nations.*

* 1. Work with the Mobilization Team to connect people with a variety of meaningful and accessible options for involvement with global missions. **Offer opportunities** appropriate to:
     1. individuals, families and small groups
     2. people in different life phases (e.g., students, families with children, older adults)
     3. people in different stages of readiness (crawl, walk, run).

*Goal: Every member has a clear path for a first step –and next step—in global missions.*

* 1. Work with the Mobilization Team to recruit, train and mobilize members for **mission teams and other volunteer positions.**

*Goal: Growing numbers of members are participating on mission teams with competence, joy, and spiritual passion.*

* 1. **Coordinate trainings** related to global missions, such as cross-cultural ministry, effective community development, an asset-based approach, and tentmaking evangelism.

*Goal: Members are growing in confidence and competence for fruitful global missions.*

* 1. Follow up with **mission alumni** to sustain missional momentum and develop new leaders.

*Goal: Mission trips are not the end point but the launching pad for deepening engagement with global missions.*

* 1. Ensure **care and nurture** for those engaged in global missions to foster spiritual growth, maintain personal health, strengthen families, and prevent burnout; create advocacy teams for each of our sent out ones (after the model of Epaphroditus, commissioned by the church to take care of Paul’s needs).

*Goal: Rather than being a drain, mission involvement leads people to experience deeper faith, stronger relationships, and greater personal well-being.*

1. **Empower Leaders**
   1. Recruit, train and coach the **Global Missions** **Leadership Team** to provide the overall vision, direction, structure, support and accountability for global missions.

*Goal: The Leadership Team works together with growing competence, joy, and spiritual passion to build up the church for global mission.*

* 1. Work with the Leadership Team to recruit, train and coach **lay ministry teams** for various areas of the mission strategy, and provide ongoing support to ministry leaders.

*Goal: Each area of global mission is led by a team that works together with growing competence, joy, and spiritual passion.*

* 1. Work with field missionaries to empower indigenous leadership development for evangelism, discipleship, church planting and community transformation ministry.

*Goal: God works through called and equipped indigenous leaders as catalysts for transformational movements of God around the world.*

* 1. Ensure **care for missional leaders** to nurture spiritual formation, maintain personal health, strengthen families, and prevent burnout.

*Goal: Rather than feeling drained, mission leaders are energized as they experience deeper faith, stronger relationships, and greater personal well-being.*

* 1. Develop **the next generation of ministry leaders** by engaging youth and young adults in global missions, and providing mentors and resources to help their leadership gifts mature.

*Goal: Young adults will say “Yes” to giving their life to God for global mission.*

* 1. **Model and instill habits** among leadersof prayerfully seeking biblical truth, depending on God’s Spirit and submitting to God’s purposes, in all decisions and activities related to mission.

*Goal: Leaders are guided and empowered by God for their work, and experience personal transformation through their work.*

1. **Organize and Coordinate**
2. Manage **ministry partnerships:**
   * Build **connections with mission-critical stakeholders** and help manage partnerships at mission locations.
   * Connect with existing **mission networks** wherever beneficial; where appropriate, develop new networks that can be catalysts for viral movements of God.
   * Develop **partnerships that connect the dots** between our city, our country and the nations (e.g. partner with Turkish peoples in Knoxville; Dayton, Ohio; Frankfurt, Germany; and Istanbul, Turkey).

*Goal: Every partnership is mutually positive, productive, and within FBC’s strategic priorities.*

1. Collaborate with the Communications Team to develop a **communications strategy** that includes sharing information, inspiration and stories about the various areas of global missions.

*Goal: Church members engage with missions more energetically and effectively because they know what is going on.*

1. Work with field partners to plan and organize **effective mission initiatives,** and oversee logistics of team travel and mission projects.

*Goal: Mission initiatives fuel an indigenous movement of reproductive discipleship and holistic community transformation.*

1. Steward budgets, prepare reports, and manage other **administrative aspects** of ministry.

*Goal: Resources are optimized for efficiency and accountability.*

1. **Coordinate** globalmission and other areas of church life and mission.
   1. Collaborate with the Mobilization Team and other mission staff for a **comprehensive mobilization strategy**.
   2. Collaborate with related areas of church life, such as discipleship and college ministry.
   3. Collaborate with the Assimilation Team on **welcoming internationals** who come to FBC.
   4. Develop alignment with FBC’s **vision, values and mission statement.**

*Goal: Global mission connects seamlessly with other areas within FBC to fulfill the church’s purpose.*

1. **Build Faithfulness and Excellence**
2. Establish a functional **Prayer Team** to lift up FBC’s global mission, including ministries, leaders, and partners.

*Goal: Every aspect of global mission is covered in prayer, and returns praise to God.*

1. **Study best practices,** drawing on a variety of sources and models, and connect with or build fruitful **networks** with others engaged in global mission; find creative ways to pass on what is learned.

*Goal: Leaders continually explore new ways to improve the church’s mission strategies.*

1. Build a **strong base of relationships** by networking with diverse stakeholders in the mission field and seeking feedback from field workers, partners and mission team volunteers.

*Goal: Leaders keep mission “real” through authentic connections with people that values their stories, concerns, and dreams.*

1. **Learn about the regional/people group context,** analyzing the missionalimplications of the demographics, culture, history, social conditions, assets and needs, and spiritual background.

*Goal: Mission strategies reflect understanding of each culture and community’s unique characteristics.*

1. **Collect data** important to effective mission, including a database of mission resources and partners, measures of participation, and measures of impact on the church and mission field.

*Goal: Leaders make decisions and evaluate results based on accurate information.*

1. Instill a framework for global missions based on a set of **Guiding Principles**.

*Goal: Leaders focus on building a Kingdom movement, beyond just accomplishing tasks.*

1. Develop a collaborative, ongoing **assessment process** to monitor progress and plan areas of improvement in all areas of global mission and its leadership.

*Goal: Leaders perpetually have the attitude: “That was great – how can we do better?”*

1. Personally model and shepherd a focus on **trading a checklist faith for real life with Jesus**.

*Goal: Leaders strive to keep their first Love (Rev. 2:4) and to live with integrity.*

**DESIRED IMPACT**

* FBC members increasingly embrace missions as an integral part of what it means to be a follower of Christ and are actively engaged as “sent ones” in a variety of ways and contexts.
* People around the world are hearing the gospel, receiving Christ, and being engaged in discipleship and mission.
* Indigenous movements of God are being launched and sustained among priority peoples and regions world-wide, in tandem with movements of God among internationals in our own region.
* Locations where FBC sends and supports people in mission are demonstrating the Gospel by restoring lives and communities, in partnership with indigenous churches and ministries.
* Mission sites are empowering indigenous leadership development for evangelism, discipleship, church planting and transformational community ministry.
* The Leadership Team, field missionaries and FBC volunteers are serving effectively with passion and joy, building genuine community with one another while growing in real life with Jesus.
* Sharing stories about global mission brings glory to God.

**HOURS:** FT

**SUPPORT:** 1 PT assistant (29 hours)

**REPORTS TO:** Andy Rittenhouse, Outreach Pastor

**GUIDING PRINCIPLES FOR MISSION**

Our participation in mission is a response to God’s passionate desire to see all people come to Christ to be redeemed, restored, connected with His body the church, and empowered for His service. Through this work we seek to obey and imitate our Lord Jesus, who first loved us and gave Himself up for us, and sends us out to proclaim the gospel and love our neighbors near and far in His name.

While we pursue mission through a variety of strategies and in a broad range of contexts, key guidelines can bring consistency to our efforts. The following principles, informed by Scripture and best practices, can shape our mission in a way that helps lead to desired impact, to the glory of God.

1. **Prayerful:** Recognizing our utter dependence on God “to will and to act according to His good purpose” (Phil. 2:13), prayer is our entry point for mission. Through prayer, God guides our ministry decisions, empowers us for good works, opens doors for our witness, overcomes spiritual forces of darkness, and renews our hope. Prayer returns glory to God for His redeeming, transforming love.
2. **Incarnational:** Though we are frail and imperfect, God chooses to use us as His hands and feet in mission (2 Cor. 4:7). We want to go beyond providing services to give of ourselves in meaningful relationships – not because it is in our power to save or rescue lost and broken people, but because God works graciously through relationships to bring people to experience real life in Jesus. This kind of ministry is mutual: it blesses and changes us even as we seek to bless others.
3. **Holistic:** God cares about the whole person. We seek wholeness for our neighbors (and ourselves) across every dimension of life -- spiritual, physical, financial, emotional and relational. We promote ministry that provides opportunities for people to encounter Christ and to grow as disciples while also addressing practical needs. We are also intentional about caring for those who serve in mission as whole persons and helping them strengthen their faith through their service.
4. **Transformational:** We are not satisfied with “helping” in ways that leave people’s lives essentially unchanged. We seek to walk with people and communities long-term as they are encouraged to follow Christ and empowered to develop their potential, live as God intended, and use their gifts to serve others. This means going deeper in targeted areas of mission, rather than scattering our efforts. This also entails studying our target communities in order to develop a strategic approach.
5. **Asset-based:** Each neighborhood and people group is blessed with strengths and capacities.Each individual we encounter is precious, unique, remarkably gifted, and worthy of our respect. Thus ministries ask, “What are people’s strengths, goals and dreams?” not just, “What are their needs and problems?” Ministry engages the energy, ideas and involvement of all those involved, and builds up those with gifts of leadership. We seek to do ministry *with* people, not *to* them.
6. **Collaborative:** God desires Christians to come together in unity for a more compelling witness and for the glory of God (John 17:21-22). Recognizing that our church is just one part of how God is moving in our community and world, we promote an attitude of cooperation rather than competition. We seek to come alongside the resources and local heroes already present in communities and to connect with partners rather than replicate existing efforts.
7. **Excellent:** We demand integrity and high standards in leadership and administration. We are not satisfied with mere activity but strive for efficient, transparent stewardship of resources to achieve demonstrated results. This does not mean we expect perfection—rather, we commit to learn from our inevitable mistakes. We hold ministries accountable in an ongoing process of improvement, which includes seeking feedback from a broad range of people in FBC and on the mission field.

*[2/24/14]*