**DIRECTOR OF COMMUNITY MISSION**

**PURPOSE**

Mobilize FBC to be a catalyst for viral movements of God throughout the Knoxville region, so that spheres of influence are transformed and growing numbers of people can experience real life with Jesus.

**COMMUNITY MISSION STRATEGY**

Currently, FBC’s multifaceted strategy for transformative community mission includes:

* 1. Outreach through programs and partnerships in **priority focus areas** (see below).
  2. Collaborating with **regional transformation initiatives**, including bringing the body of Christ together in prayer and service, and multi-sector strategies for broad Kingdom impact.
  3. Engaging members in reaching out to people in **everyday ministry** wherever they live, work and play.
  4. Equipping members to impact **spheres of influence** with Kingdom values (business, science & technology; education; the family; communication & media; the government; the lonely & disadvantaged; arts, entertainment & recreation).

**Priority focus areas** for programs and partnerships currently include:

* + **Farragut** - *local outreach events that invite people to faith in Christ and to attendance at FBC; support groups and youth programs that serve community residents; ministry in low-income areas in Farragut; responses to crises and concerns in the community.*
  + **Mechanicsville** – *mentoring youth at Maynard Elementary and Western Heights; collaborating with local churches to walk with residents of Ridgebrook Apartments; partnering with other ministries and community organizations.*
  + **Internationals** – *outreach to internationals in selected communities; walking with refugees through a resettlement period; supportive friendships and discipleship with internationals; ESL ministry; partnering with other ministries serving internationals.*
  + **Vulnerable children and families** – *partnering with nonprofits to evangelize and serve at-risk children/youth and their families; collaborating on family-strengthening initiatives; support for FBC families caring for children through foster care and adoption.*

**DIRECTOR: 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. Build faithfulness and excellence
7. **Develop Strategy**

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

* 1. Discern theoverall **vision, principles and priorities** for community 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 ministry programs, partnerships and coalitions.

*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 community mission as part of a lifestyle of discipleship.*

1. Help people to develop a Jesus-rooted passion for loving their everyday / intentional neighbors and influencing the region. (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 community mission (at an 8th grade reading level) and share through a variety of media.

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

1. Raise **awareness of the Knoxville area** as a mission field – including the spiritual condition, the range of needs and assets, the diverse people groups and cultures, and the 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 Knoxville could look like if God’s will is done here “on earth as it is in heaven” and what FBC could be like if members fully embraced God’s mission in our community. (Isa. 65:18-25, Matt. 6:10, Luke 4:18-21)1

*Goal: Members are discontented with the status quo and driven to see people, communities and FBC experience the fullness of life in Christ as God intended.*

1. **Engage and Equip Members**
2. Work with the Mobilization Team to develop descriptions for meaningful **ministry opportunities** with FBC programs and nonprofit partners. Develop an array of opportunities appropriate to:
   * + individuals, families and small groups
     + people in different life phases (e.g., students, families with children, older adults)
     + people in different stages of readiness (crawl, walk, run)
     + people seeking one-time or short-term vs regular, ongoing service experiences

*Goal: Members have many options to take their first step – and next step – in community mission.*

1. Work with the Mobilization Team to help members discover their biblical calling and unique gifts for local mission, and to **connect people with best-fit options** for involvement through recruitment / placement systems that minimize effort by volunteers.

*Goal: Members have a clear, easily accessible path to sign up for the good works that God designed them to do.*

1. Work with the Mobilization Team to **equip, supervise and retain volunteers** for community mission.

*Goal: Members are supported in having meaningful impact as catalysts for movements of God in our region.*

1. Work with the Everyday Mission team to develop initiatives that empower members to live as missionaries wherever they **live, work and play**.

*Goal: Members are sharing the transforming love of Jesus in their daily lives through their words, actions and example.*

1. Work with the the Everyday Mission team to develop a strategy for empowering members to live out Kingdom values and shine the light of the Gospel in each of the **seven spheres of influence.**

*Goal: Members are contributing to growing spiritual revival and signs of the reign of God’s Kingdom throughout the Knoxville region.*

1. **Coordinate trainings** related to local mission, such as cross-cultural ministry, evangelism, effective compassion, an asset-based approach, and youth mentoring.

*Goal: Members are growing in confidence and competence for fruitful community mission.*

1. **Empower Leaders**
2. Recruit, train and coach the **Community Mission Leadership Team** to provide the overall vision, direction, structure, support and accountability for local mission.

*Goal: The Leadership Team works together with growing competence, joy, and spiritual passion to build up the church for community 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 community mission is led by a team that works together with growing competence, joy, and spiritual passion to impact the community.*

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 missional leaders** by engaging youth and young adults in community mission, and providing mentors and resources to help their leadership gifts mature.

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

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

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

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

*Goal: Resources are optimized for efficient, accountable administration.*

1. Manage operations of **ministry partnerships and networks.**

*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 community mission among various areas of community mission; throughout FBC; and with ministry partners.

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

1. **Coordinate** community mission and other areas of church life and mission.

* Collaborate with the Mobilization Team and other mission staff for a **comprehensive** **mobilization strategy.** 
  + Collaborate with other areas of church life, including discipleship, youth ministry, and family ministry.
  + Collaborate with the assimilation team on **welcoming and connecting new attenders** who come to faith and to FBC through local outreach.
  + Collaborate on special FBC programs and events relevant to community mission.
  + Develop **alignment with the pastoral vision** and overall FBC mission statement.

*Goal: Community 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 the community and FBC’s local mission, including ministries, leaders, and partners.

*Goal: Every aspect of community 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 community mission; find creative ways to pass on what is learned.

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

1. Cultivate a **strong base of relationships** by connecting with diverse community stakeholders, listening to community residents, and seeking feedback from ministry leaders and volunteers.

*Goal: Leaders build community mission on authentic connections with people in the community, valuing their stories, concerns, insights and dreams.*

1. **Learn about the community context,** analyzing the missionalimplications of its assets and needs, demographics, cultures, trends, and spiritual conditions.

*Goal: Mission strategies reflect understanding of the community’s unique characteristics.*

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

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

1. Instill a framework for community mission based on the **Guiding Principles** (below).

*Goal: Leaders are dedicated and prepared not just to accomplishing tasks but to building a Kingdom movement.*

1. Develop a collaborative, ongoing **assessment process** to monitor progress and plan areas of improvement in all areas of community 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 mission as an integral part of what it means to be a follower of Christ and are actively engaged as “sent ones” in the Knoxville region.
* People throughout the Knoxville region are seeing God’s love in action, hearing the good news of the Gospel, growing in real life with Jesus, and reaching out to others.
* Neighborhoods and people groups throughout the region are experiencing transformation toward wholeness of life as God intended.
* Community mission is a catalyst for growing signs of the reign of God’s Kingdom throughout the seven spheres of cultural influence.
* FBC is drawing in new people reached through community mission, especially people who are new followers of Christ.
* FBC is joining with other churches in strategic, unified regional movements of God.
* Leadership Team members and volunteers are serving effectively with passion and joy, building genuine community with one another while growing in real life with Jesus.

**HOURS:** FT

**SUPPORT:** 1FT assistant (shared)

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

**GUIDING PRINCIPLES FOR COMMUNITY 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]*