



COMMUNITAS

— International —

JOB DESCRIPTION AND PROFILE

for the position of

Director of Mobilization

www.GoCommunitas.org

**Vision: Transformed Lives... Transformed Neighborhoods...
Transformed World**

**Mission: Starting and shaping communities of faith
that love like Jesus in their neighborhood**

Overview and Introduction to Communitas International

Communitas is a church planting organization with 50 years experience working in Western Europe, Central and Eastern Europe, Latin America and North America. Our leading edge ministry is looking for the right person to help lead us into greater Kingdom ministry. Our current staff of over 200 includes full-time, bi-vocational and affiliate staff, with a quarter of that number being non-Americans. Communitas operates in over 20 different countries as we nurture over 120 churches and church-planting projects toward reproducible maturity.

Communitas is rooted in a strong missional theology. Our three core values center on being Kingdom seeking, Grace oriented and People focused. Our church planting methodology is not tied to a specific formula, but rather the spirit of serving others and the embracing of a progression of actions that lead to a healthy, maturing church, making our approach very adaptable to unique contexts (see www.TheDynamicAdventure.com for details). We are pioneers and risk takers. We value honesty and encouragement. We collaborate well, within our global regions, as well as with partner organizations.

The Need and Opportunity

Across post-Christian secular culture people have largely given up on church, but spirituality remains important to them. Communitas International is at the forefront of sparking that spirituality with mission and helping people ‘taste and see that the Lord is good’. Our church planting organization offers the following:

- A firm commitment to expressing the passionate love of God for the world in word and deed.
- Substantial experience in reaching people in post-Christian culture.
- Strategic coaching for planters and churches by experienced cross-cultural practitioners.
- Robust training for team leaders and members via online cohorts, on-site events and regional/global seminars and conferences.
- Rigorous assessment experiences and tools that can form the basis for strategic coaching and healthy team building.
- Partnership in innovation with those looking for new ways to declare the timeless message of the Gospel.

Director of Mobilization

Reports to: Chief Mobilization Officer

Works closely with: Senior Leadership Team, HR and Mission Support Team, Field leadership

Direct reports: Global Mobilizers, Regional Mobilizers

Location: remote work engagement

Classification: exempt

Position Scope:

The Director of Global Mobilization is primarily tasked with creating and stewarding the process and means to direct people into serving within our global mission. Working in close conjunction with the field ministry team and executive leadership, you will build a team that will “shepherd God’s people toward their calling” and will coach potential new missional staff considering Communitas. You will create numerous opportunities for engagement with Communitas and our

mission, including speaking and other engagement events, short term experiences and internships, and more.

Funding: This position is support-funded. The Mobilization Director must be prepared to seek personal donor support for this role. A support plan for this position will be established in consultation with Human Resources.

An expense budget for this position is made available from the general fund; however, additional fundraising for the role may be necessary.

Principal Duties & Responsibilities:

Provide overall direction to the Global Mobilization Team in accomplishing the vision and mission of Communitas. This includes, but is not limited to:

- **Oversee the mobilization/deployment of staff across our global regions:**
 - Working together with executive and regional leaders, coaches and field staff to develop appropriate mobilization strategies and goals
 - Effectively recruit and supervise mobilization team staff members
 - Facilitating strategic input from national leaders and indigenous endeavors
 - Measuring progress and budget management for the department.
 - Creating/organizing effective short-term and long-term programs
- **Gather all the resources needed to complete the ministry goals. This includes, but is not limited to:**
 - Recruiting new field personnel for short-term, mid-term, and long-term service
 - With a team, establishing effective, mutually beneficial partnerships with US and non-US based churches, colleges/seminaries, denominations and non-profits
 - Raising financial resources
- **Positively represent Communitas culture and opportunities amidst work with schools, seminaries and potential partner organizations**
 - Participate as an executive leader within the Sending Division of Communitas, engaging in the strategic and tactical implementation of the mission of Communitas worldwide
 - Participate in telling the stories well, celebrating good news internally and externally
 - Appropriate stewarding of mobilization budget
- **Assure significant time on personal Ministry Partner Development; during some seasons, this may increase significantly, depending on funding levels.**
 - Maintain sufficient support levels to allow for full salary is encouraged, as determined by a support plan; minimal support levels are required
 - As needed, engage in coaching around MPD training and accountability
 - Hold direct reports accountable for their MPD funding
- **Additional projects as assigned by the supervisor.**

General Responsibilities:

- Maintains a learning posture and growing walk with Christ.
- Maintains a positive and encouraging spirit.
- Maintains a strong commitment to the mission, vision, values and statement of faith of Communitas.
- Maintains a commitment to excellence and service orientation.
- Maintains absolute discretion in matters of confidentiality.
- Maintains Ministry Partner Development in order to have sustainable mission support.

Qualifications:

We seek a godly person residing in or willing to relocate to the United States with outstanding people skills, an entrepreneurial spirit, and direct, successful experience in ministry and missions, particularly in recruiting new missionaries. He or she will have a proven track record of team building and facilitation. Also important are the following:

- Strong commitment to the mission, vision and values of Communitas International, and a committed follower of Jesus Christ. Meets elder qualifications of 1 Timothy 3:1-7 and Titus 1:6-9 (gender inclusive)
- Theologically sound and in full agreement with Communitas' Statement of Faith and positional papers
- Minimum Bachelor's Degree and preferably a Masters in a related field and/or a demonstrated desire for continued education in the areas of organizational and ministerial leadership
- Proven leadership, team leadership and development, and management ability in a missions setting
- Forward thinking and able to develop and execute plans with concrete targets and goals
- Ministry experience in both US and international contexts, as well as within a self-support environment, preferred
- Demonstrated ability to craft partnerships and collaborative projects in international contexts
- Proven team management experience, virtual team experience a plus
- Ability to thrive in a remote work setting and expertly lead teams and meetings in a virtual environment
- Involved in a local community of faith, with active engagement in relationships with non-Christians
- Good to excellent software skills, preferred experience with Google docs, Microsoft office, Skype, Zoom
- Flexible schedule to accommodate meetings across multiple time zones
- Ability to work remotely and independently with limited supervision, self motivated and disciplined
- Ability to travel internationally one-three times per year; domestically five or more times per year
- Ability to effectively initiate and manage change
- Creative, outside-the-box thinking and well versed in missiological thought and praxis
- A background check is required