

HCN's ASSOCIATIONAL MISSION STRATEGIST JOB DESCRIPTION

Principle Functions:

The Associational Mission Strategist (AMS) is a full time position with salary and benefits provided that are commensurate to his experience and responsibilities. The following is a general overview of his responsibilities, authority, relationships, and accountability. Additional clarification of the role and benefits is provided in the Heartland Church Network (HCN) Policy Manual.

Qualifications:

- *Biblical.* He shall meet the qualities of a spiritually mature leader as described in the role of a pastor in I Timothy 3:1-7, Titus 1:5-9, and I Peter 5:1-4.
- *Education and Experience.* He shall have a masters or higher in theology and at least ten years of ministry experience.
- *Competencies/proficiencies/skills.* He shall reflect the proficiencies as described in the book *The Baptist Association: Assisting Churches. Advancing the Gospel.*

Responsibilities:

In general, the AMS is responsible for helping healthy leaders lead healthy churches to get on board with God's mission through the HCN. He shall be granted the authority and provided the resources to accomplish his work. This includes strategic leadership as he supports HCN's four work groups:

- *Administrative Work Group.* Serves as the credentials, personnel, budget, and administrative oversight body.
- *Connect Work Group.* Serves in all areas related to networking and fellowship.
- *Support Work Group.* Serves in all areas related to leadership development and church health.
- *Start Work Group.* Serves in all areas related to support of church planting.

Specifically, the AMS is responsible to:

- *Provide strategic missionary leadership.* Lead the entire association of churches to develop a mission strategy for HCN with particular emphasis on church planting. The AMS will help HCN churches maintain a missions perspective; instigate or start new work; establish points of witness; interpret to HCN the needs of people in HCN's region for evangelism, ministry, or missions attention; lead in enlisting, placing, training, and supervising volunteers in missions, and in developing missions strategy for HCN.
- *Provide tools and metrics to gauge health for pastors and churches.* The AMS will research and provide tools to help pastors assess the health of their own lives and the health of their congregations.
- *Provide general leadership and administration.* Give general leadership in all aspects of HCN life; establish priorities for allocating time, money, and other resources; administer processes such as planning, organizing, communicating, training, and evaluating.

- *Manage the office, business affairs, and supervise staff.* This includes office management, overseeing and improving all communications, staff supervision, financial management, property management, legal affairs, purchasing, and serving as a general resource person for denominational information.

Relationships:

- *Work with pastors.* Help coach and mentor HCN pastors and church planters to greater spiritual, personal, relational, and missional health. Additionally, the AMS will assist in church/pastor conflicts, confer with pastors wanting to move or considering a move, orient new pastors in HCN, develop pastoral support systems, and provide growth opportunities for pastors.
- *Work with churches.* Help churches to develop a commitment to missional involvement in their communities and church planting; work with pastor search committees; and be a resource to churches.
- *Strengthen relationships among churches.* Encourage HCN to be a family of healthy churches or a network through which churches mutually give and receive assistance, foster fellowship and mutual commitments among churches of HCN, lead churches to develop a sufficient degree of unity in faith and practice to fellowship and work together; and create an environment in which healthy churches want to be on mission together.
- *Maintain denominational and other external relationships.* Relate as appropriate to other associations, state conventions, Southern Baptist Convention, other Baptist bodies, and other denominations or religious bodies; business, social, educational, and welfare agencies; and city, county, state, and national governments. Interpret the denomination to churches and churches to the denomination.
- *Work with NAMB CPCs.* The AMS will be a strategic partner with the North American Mission Board (NAMB) Church Planting Catalysts (CPCs) to ensure healthy church planters leading healthy church plants to fulfill God's mission in the HCN region. Once new churches are planted, the role of NAMB and CPCs diminish and the AMS becomes more prominent. The AMS will help the church planter navigate these changes with ongoing mission help, strategy, and leadership development.

Accountability:

- The AMS is directly responsible to the Administrative Work Group which will establish policies related to his serving as an interim pastor and assisting non-HCN churches.
- He shall provide a report at all regular Administrative Work Group meetings.
- He shall work with the moderator and Administrative Work Group to complete an annual review as defined in the HCN Bylaws. A report of it is to be published at the Annual Meeting.
- The AMS serves HCN churches and is ultimately accountable to them through the HCN Executive Committee.
- As an active church member, he is accountable to his home church.
- As a professing believer and one called of God to serve His body, he is ultimately accountable to God.

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