
Rural Home Missionary Association

Job Description

JOB TITLE: Director of Church Strengthening

JOB STATUS: Full-time, salaried

REPORTS TO: Executive Director

PURPOSE: To help RHMA fulfill its mission of planting and strengthening churches in small-town America by overseeing RHMA missionary pastors, their ministries, and the procurement of new church strengthening missionary staff.

QUALIFICATIONS:

- Personal faith in Christ as Savior and Lord
- Active member in good standing of a local church
- A strong, demonstrated passion for town and country ministry
- Degree from a reputable seminary or bible college
- Small-town pastoral ministry experience
- Strong leadership, communication, and relational skills

RESPONSIBILITIES:

1. The Director of Church Strengthening shall be responsible for the shepherding and oversight of RHMA's church-strengthening missionary staff and their ministries. He is encouraged to fulfill these responsibilities collaboratively with other members of RHMA's Leadership Team, particularly the Director of Church Planting. This includes:
 - Regularly communicating with all of RHMA's church strengthening missionary staff, providing ongoing support, counsel, biblical insights, and encouragement.
 - Planning regular (annually, if possible) visits to each RHMA church-strengthening field. These visits may be pursued collaboratively with other members of the RHMA Leadership Team.
 - Assisting each church strengthener with a plan that will help nurture and encourage personal (missionary) and ministry (church) progress, including goals and ongoing assessment.
 - Making sure that day-to-day administrative and other needs of church strengthening missionary pastors are cared for.

- Addressing church-strengthening missionary personnel issues and crises that come up from time to time, with the assistance of the RHMA Leadership Team, and Personnel Committee when needed.
 - Planning and executing the missionary staff portion of the annual RHMA conference. This will be done in consultation with the Executive Director and Director of Church Planting.
2. The director of Church Strengthening shall be responsible for representing RHMA, and our missionary's interests, in church strengthening fields. In this capacity he shall:
 - Field inquiries and consult with prospective RHMA churches, maintaining a list of prospective churches seeking RHMA missionaries
 - Oversee the church application and missionary placement process
 - Establish networking agreements with churches, and update them as needed
 - With the help of the leadership staff, navigate issues that arise between RHMA church strengtheners and their churches
 3. The Director of Church Strengthening shall partner with the Director of Church Planting (with input and assistance as needed from the other members of RHMA's Leadership Team, and Personnel Committee) in pursuing the procurement, placement, and, when necessary, dismissal of missionary staff. In this capacity they shall:
 - Formulate a recruiting plan, and then execute and oversee the recruiting process (sharing recruiting duties with other RHMA personnel).
 - Oversee the application process for new missionaries.
 - Plan, execute, and oversee candidate orientations (assisted by other members of the Leadership Team).
 - Make recommendations to the Personnel Committee regarding the hiring, placement, and dismissal of RHMA missionary staff (with the Personnel Committee being ultimately responsible for these decisions).
 4. The Director of Church Strengthening shall, in consultation with the Executive Director, bring to the RHMA Board any appropriate matters that need to be acted upon. (This includes making budget recommendations to the Executive Director.)
 5. The Director of Church Strengthening shall be responsible, in consultation with the Executive Director, for the ongoing evaluation, development, and forging of direction for RHMA's Church Strengthening ministry
 6. The Director of Church Strengthening shall initiate and respond to opportunities to promote RHMA's mission ministries – at missions conferences, in his travels, through local pulpit supply, through personal relationships, etc.
 7. The Director of Church Strengthening shall be involved in the bigger picture of RHMA. This will include day-to-day conversations with others at the home office about various ministries of RHMA as well as his being a part of various planning meetings (some beyond the scope of the Church Strengthening Division).

8. The Director of Church Strengthening shall raise funds for his salary and professional expenses. Correspondingly, he shall maintain a list of people who might be interested in contributing on a regular basis toward his ministry, and be in frequent, ongoing communication with these people.

WORKING RELATIONSHIPS:

1. The Director of Church Strengthening shall be directly accountable to RHMA's Executive Director. The Executive Director shall annually evaluate his job performance.
2. The Director of Church Strengthening shall partner with the Director of Church Planting in pursuit of concurrent RHMA responsibilities including (but not limited to) recruiting, candidate orientations, the missionary staff portion of conference, and the shepherding of RHMA missionaries as a whole.
3. The Director of Church Strengthening shall work closely with the home office staff to achieve an orderly and spiritually-vital ministry. The home office staff shall function essentially as a peer relationship of equals, though the Executive Director is the leader and ultimate authority.
4. The Director of Church Strengthening shall be an ex-officio member of RHMA's Board of Directors, with full Board privileges, voting exempted. He shall submit a written report of his activity to the Board at each of their regularly-scheduled meetings. He shall abide by the policies established by the Board.

January 2023