

Role Description: Director of Communications and Development

Inspired by the example of Jesus and sent out under his authority and in obedience to his command, Mission Global seeks to bring the good news of Jesus Christ to the least reached and most vulnerable of our world. We work in partnership with many churches in the Majority World and in partnership with our Canadian churches to see the name of Jesus proclaimed and the transformative gospel message change lives.

Mission Global raises and invests over \$25 million dollars annually to see the good news of Jesus Christ transform the lives of thousands of people every year in over 85 countries.

Is this role for you?

- Do you love engaging with churches and donors, communicating the stories of what God is doing around the world?
- Do you wish to advance the mission of God by collaboratively developing and implementing strategies that generate awareness, relationships, and engagement within the faith community?
- Do you wish to be part of a team of people who are collectively committed to following Jesus?

Reports to: Associate Executive Director of Mission Global

Direct Reports: Senior Contributor, Project Coordinator and Editor, Senior Writer, Donor Engagement Specialist, Web Development Specialist, Digital Marketing Specialist.

Engagement: Full-time, permanent position. Hybrid (primarily remote with regular requirement to work from and attend meetings at 2450 Milltower Court, Mississauga, Ontario).

Role Requirements:

- A visionary leader capable of inviting and inspiring individuals, churches, and foundations to partner with Mission Global.
- Requisite experience in communication and marketing.
- Strong understanding of necessary software programs for data management, email automation, and web design.
- PAOC Credentials and commitment to the expansion of the church worldwide through the gospel of Jesus Christ.

Role Summary:

- To lead the department of communications and development ensuring that MG is church and donor-centric, delivering excellence in communication and donor care to cultivate a strong relationship between our supporters and our Global Workers and International Partners.
- To develop a Development and Communications Strategy as part of the Mission Global Action Plan.
- Collaborate with prayer team and the mobilization team to ensure effective communication and advocacy of their priorities.

- Resource and coordinate global workers and a team of advocates to communicate and develop support relationships.
- Grow donor base across multiple channels to increase funding for GWs, International Partners and major projects.
- Steward the relationship with supporting churches, individuals, and other entities.

Committee Responsibility:

- Attend as a guest, the Mission Global Committee and the Regional Directors Committee
- Serve as a member of Mission Global Ops, Mission Global Lead Team, Operation Hubs, DMR committee, and the Strategy Hub.
- Lead the Communications and Development Hub.

Category	Function <i>How it is to be accomplished</i>
Department Leadership <i>Weight – 30%</i> <ul style="list-style-type: none"> • Leadership • Collaboration • Development • Model Core Values & champion the culture 	<ul style="list-style-type: none"> • As a member of the Mission Global Lead Team, co-develop organizational strategy, policies, budgets, and staff development. • Build and nurture a cohesive and collaborative team for communications and development for Mission Global, inclusive of RAN and PAOC • Develop and execute the Annual Strategic Plan for Development and Communications of Mission Global • Provide opportunities for staff creativity and feedback to encourage engagement and team spirit. • Serve as the team lead for staff, ensuring all required duties are adequately accomplished by qualified staff. These include Communication, Church Relation functions, Data base management, Marketing and Donor Care, Digital and social media. • Encourage a culture of innovation and creativity. • Lead a Development and Communications Hub to review overall effectiveness of the team and ensure integration with other teams and integrated charities. • Work with the DMR team empowering the representatives to advocate and care for global workers, resourcing them to advocate for global worker candidates and Mission Global as a whole.
Development, Donor Care and Engagement <i>Weight – 35%</i>	<ul style="list-style-type: none"> • Engender support and commitment to PAOC Mission Global: to our Global Workers, international partners, and projects. • Ensure the maintenance of a current record of all donors, ensuring understanding of their unique interests. • Develop and implement the strategic plan for engagement with churches, individual donors, business donors, and foundations, including a strategy to acquire, retain, and build these relationships. • Oversee the regular Campaigns for Mission Global. • Ensure a donor appreciation, cultivation, and retention strategy is being executed.

	<ul style="list-style-type: none"> • Communication to all Stakeholders with respect to central donation opportunities (such as our Where Most Needed initiatives and needs) • Resource and coordinate a team of leaders who raise awareness and support for Mission Global, including, but not limited to Staff, RDs, DMR's and GWs • Support all GWs in their Partnership Development and Friend Raising By providing, <ul style="list-style-type: none"> ○ Partner Development Training of GWs that remains current and effective. ○ Coaching to GWs in need of support development. ○ Advocacy plan where GWs have exhausted their connections. • Ensure there is communication with all stakeholders during GW and ministry transitions to ensure continued support for MG. • Develop a consistent engagement with major donor and foundations and ensure the development the project submissions for donors and foundations. • Develop and maintain a reporting system that give all donors assurance of the missional effectiveness of their investment in God's work.
<p>Communications Weight – 35%</p>	<ul style="list-style-type: none"> • Ensure the production of compelling and appealing communication that <ul style="list-style-type: none"> ○ Provides clarity about Vision, Mission and Values of Mission Global ○ Opportunities for stakeholders to Engage. ○ Evokes celebration, intercession, participation, and generosity from stakeholders. • Leverage digital space to communicate Mission Global stories and priorities to donors. <ul style="list-style-type: none"> ○ Ensure the GW and Project profiles on the Web are current, consistent with our mission, and give and accurate picture of the work of Mission Global. ○ Ensure these are easily accessible to donors and churches. ○ Ensure Social Media channels are active and relevant. ○ Analysis of Engagement with Web, email and social media • Develop and continually refresh a recognizable and appealing brand for Mission Global including the maintaining of a current website. • Ensure the regular production of audiovisual stories for the purpose of telling the story of Mission Global <ul style="list-style-type: none"> ○ Include stories from GWs, Partners, and projects. • Ensure that all GWs are regularly apprised of MG initiatives, changes, and developments.

	<ul style="list-style-type: none"> • In collaboration with the ED, provide the communication platform for the prayer initiatives and resources available to MG intercessors. • Ensuring maintaining practices in communication, storytelling, beneficiary representation and donor engagement. • Ensure that current MG communication resources are readily accessible to all Stakeholders. • Plan and execute internal communications for home staff and global workers (e.g. GW newsletter) • In collaboration with the mobilization team, provide support and assistance to ensure effective communication and delivery of opportunities for engagement
Other Expectations	<ul style="list-style-type: none"> • Attend PAOC General Conference • Attend PAOC District Conferences as determined by MG Lead Team • Travel to some Regional Retreats as determined by MG Lead Team • Available to speak in churches and at conferences as needed. • Travel as necessary to capture MG stories for communication purposes.

Skill, competencies, and qualifications:

- Fully aligned with the Mission, Vision, and Values of PAOC Mission Global with a passion to reach the lost and care for the most vulnerable.
- A love for the church, which is God’s primary means to reach the world.
- An excellent track record of casting vision and communication God’s story.
- A high degree of emotional intelligence, ready to seek and maintain relationships with a wide range of people.
- A servant’s heart that seeks to promote and support front-line workers in many nations.
- Strong organizational and management skills
- Technical prowess with a willingness to stay current in the latest communication tools available.
- All formal training in fund-raising and in communication/marketing welcome.

Application guidelines:

Open to qualified applicants. Applicants must be eligible to work in Canada.

Please apply by email only, with a cover letter and attached resume to missionglobal@paoc.org.

As an employer, we are a special interest organization that serves people of a specific religious community. The PAOC welcomes and encourages applications from people with disabilities. Accommodations are available on request for candidates taking part in all aspects of the selection process. PAOC is a Christian organization that engages in Christian ministry, serving the Christian community. This position is an important role in carrying out PAOC’s mission and it is critical that your beliefs and conduct are consistent with the beliefs and conduct standards of PAOC. Therefore, it is a requirement of this position that your beliefs and conduct adhere to PAOC’s Mission Statement, Core Values, General Constitution and By-Laws, the Statement of Fundamental and Essential Truths, and any other document that may be established by PAOC regarding standards of conduct.”