BAPTIST WORLD ALLIANCE (BWA)

JOB SPECIFICATION

for

DIRECTOR OF INTEGRAL MISSION (DIM)
The BWA DIM portfolio focuses on developing the programs within the area of evangelism and mission while offering administrative oversight and leadership to the other program areas. This position seeks to nurture collaborative engagement, network building, theological reflection, and missional action. The BWA DIM seeks to educate, resource, and mobilize churches and individuals for faithfulness in evangelism, mission, advocacy, theological reflection, and leadership development. The primary passion and focus is the area of evangelism and mission, recognizing that as the BWA grows, other assigned program areas will shift in order to allow the DIM to focus more on evangelism and mission.

The mandate of this portfolio is carried out through three primary channels:
(1) Initiatives developed by the BWA DIM in furtherance of the mission of the BWA
(2) BWA commissions, which offer Baptists opportunities to engage in research, dialogue, and collaborative action around agreed areas of concern to churches and individuals
(3) Appropriation of opportunities available through BWA’s accredited status as a non-governmental organization (NGO) at the United Nations (UN), as well as through other governmental opportunities

The Baptist World Alliance (BWA) Director of Integral Mission (DIM) provides leadership to the core BWA programs of (1) leading in mission and evangelism; (2) defending religious freedom, human rights, and justice; and (3) advancing theological reflection and transformational leadership in order to fulfill the mission of the BWA, “Networking the Baptist Family to Impact the World for Christ.”

- BWA bears bold witness to God’s redemption action through Jesus Christ
- BWA implements a clear strategy in each of the assigned core programs that is global, creative, effective, and in constant development
- BWA encourages and stimulates interest and engagement among Baptists in world evangelization, especially in unreached areas
• BWA networks Baptists engaged in national and international mission, the fulfillment of the biblical mandate of evangelism, and the promotion of theological reflection by pastors and the laity, including among emerging leaders
• BWA networks with, and learns from, other organizations that share a similar interest and are working effectively in their own areas
• BWA bears bold witness to God’s concern for people whose rights are infringed
• BWA resources the church to become proactive advocates on issues affecting the physical, social, and spiritual well-being of people around the world
• BWA embraces the opportunities provided by the NGO status it holds with the UN to ensure effective representation on behalf of Baptists worldwide, as well as the location of the BWA outside Washington D.C., USA, and additional opportunities available to the BWA
• BWA develops a global network of Baptists engaged in religious freedom and human rights causes for the sake of effective communication and collaboration
• BWA facilitates training in matters such as conflict management, facilitating peace and reconciliation, leadership and other relevant issues
• BWA affords the Baptist voice on global issues while being sensitive to the diversity of views that are likely to be held within the Baptist family

The Director of Integral Mission maintains the following responsibilities:

- **Strategy**
  - Setting and implementing overall strategy in the assigned core program areas
  - Ensuring strategy, activities, and outcomes are appropriately expressed through all BWA channels, including in print and online
  - Fully participate in BWA promotion and development
- **Leading in Mission and Evangelism**
  - Develop and implement an overarching strategy for BWA engagement in evangelism and mission around the world
  - Ensure research and direct action on relevant issues in relation to evangelism and mission
  - Develop opportunities for churches and individuals to participate in evangelism, mission, and leadership development opportunities around the world
  - Assist member bodies, churches, and individuals in developing methodological resources for new forms of witness and provide consultative and supportive services to the BWA family
- Encourage and assist in the production of indigenous materials for formation in discipleship
- Administer the Baptist Fund for World Evangelization and Discipleship (BFWED)
- Defending Religious Freedom, Human Rights, and Justice
  - Primary responsibility: Offer administrative oversight and support in recognition that as the BWA grows this portion of the portfolio will grow into its own position and the DIM will have the freedom to focus more fully on the ministry area of evangelism and mission
  - Develop and implement an overarching strategy for BWA engagement in defending religious freedom, human rights, and justice
  - Track, educate, inform, and engage on cases of human rights, religious freedom, peace building opportunities, and additional justice issues
  - Engage in efforts to directly help Baptists around the world as they encounter justice challenges such as conflict, persecution, and arrest with due consideration to others who may also face similar situations
  - Facilitate the accomplishment of BWA goals through the management and coordination of initiatives and activities related to the United Nations, including facilitating representation at the United Nations, ensuring the appointment and coordination of BWA representatives to the United Nations, and meeting the requirements for BWA’s continuing accreditation at the United Nations
  - Support the BWA United Nations volunteer personnel in establishing and maintaining, as far as possible, good relations with agencies concerned with human rights, justice, and especially religious freedom
  - Develop good relationships with embassies and with multiple governments and non-governmental organizations in order to press for BWA priorities with special, but not sole, regard to the unique location of the BWA
  - Develop a global network and database of Baptists engaged in religious freedom and human rights causes
- Advancing Theological Reflection and Transformational Leadership
  - Primary responsibility: Offer administrative oversight and support in recognition that as the BWA grows this portion of the portfolio will grow into its own position and the DIM will have the freedom to focus more fully on the ministry area of evangelism and mission
  - Develop and implement an overarching strategy for BWA engagement in advancing theological reflection and transformational leadership
  - Implement strategic initiatives, collaboration, and resources across BWA commissions positioning them to further the mission of the BWA
  - Coordinate the publication of research papers and actions plans presented through the commissions and within the work of the BWA
➢ Develop and implement opportunities for churches and individuals to engage within this program area
➢ Develop and mobilize a network and database of universities and seminaries and lead efforts in greater engagement
➢ Plan an integrated Baptist International Conference on Theological Education (BICTE), usually held every five years
➢ Coordinate plans for regional conferences, seminars, and/or workshops related to leadership, discipleship, and other identified key issues
➢ Administer any relevant resources from designated accounts or otherwise
➢ Encourage the ongoing formation and inclusion of emerging leaders
➢ Develop and implement strategies to fulfill the goals of the Mini-Library Program
➢ Coordinate BWA inter-confessional dialogues in cooperation with the General Secretary

• Organizational Leadership
  ➢ Network with member bodies, Baptist organizations, other Christian groups, churches, and individuals in the service of faithfulness in the core functions described in the job description
  ➢ Supervise any assigned staff according to the BWA policies and practices
  ➢ Regularly review systems and procedures and initiate changes to ensure ongoing growth and effective impact of program areas
  ➢ Develop and implement annual budget and annual work plans
  ➢ Ensure communication with the BWA family regarding issues that need to be addressed, issues requiring prayer, and the progress of projects and initiatives being pursued
  ➢ Develop and lead an Advisory Committee
  ➢ Represent the BWA to governments, ecclesial bodies, organizations, member bodies, churches, and individuals

• Other duties as assigned

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The Director of Integral Mission:

• Supervises any assigned staff according to relevant BWA procedures
• Works in collaboration with all BWA directors and other senior staff
• Prepares and submits an annual program of work and budget on the basis of a clear strategy
• Relates to an Advisory Committee of peers
• Reports to the BWA General Secretary
• Christian maturity and commitment to personal spiritual growth
• Demonstrated commitment to a local Baptist church
• Theological sensitivity and understanding of Christian theology in general and the Baptist distinctive in particular
• Knowledge of the history, programs, and practices of the BWA
• Awareness of Baptists' historical commitment to evangelism and mission, as well as a proven personal commitment to evangelism and mission
• Expertise in theology attested by appropriate theological training and publications
• Knowledge of Baptist principles and experience in denominational affairs at the local, national, and international levels
• Superior diplomatic skills
• Good interpersonal skills, including giftedness for cross-cultural relationships
• Experience in, and willingness to engage in, international travel
• Excellent communications skills
• Excellent command of the English language, the official working language of the BWA
• Competence in the use of computer and mobile technology
• Ability to work on own initiative and as a team member
• Superior organizational skills
• Ability to build relationships with other Baptist actors and relevant professionals
• Strong commitment to working collaboratively with all constituent groups
• Knowledge of a second language a plus

The Director of Integral Mission usually has an advanced degree in a relevant field and multiple years of proven experience.

August 30, 2019