

## Ministry Partnership Coach

Mission Aviation Fellowship (MAF), a Christian nonprofit organization founded in 1945, is seeking people who share our desire to see isolated people changed by the love of Christ. MAF operates globally, with its headquarters located in Nampa, Idaho. MAF's core values are: we follow Jesus, we serve together, we commit to a higher standard, and we value each other. This position is a vital part in serving together to bring help, hope, and healing through aviation.

### A Brief Overview

The Ministry Partnership Coach provides supervision and training of pre-field staff in the development of their ministry support teams and provides oversight and training of all staff in their deputation activities as an essential part of the work of MAF so that the Gospel is proclaimed and God's Kingdom is extended.

This position requires an active commitment to the mission, values, and doctrinal stance of MAF. In the course of performing job duties, the employee will act in a manner that is Christ-honoring as well as Christ-like, demonstrating a personal Christian faith and witness in all interpersonal interactions. In addition, the employee must be willing to assist with other projects and duties as assigned by their manager.

### Essential Duties

- 40% General Ministry Partnership Duties
  - Coaches and encourages staff in their deputation efforts
  - Helps develop new deputation strategies, methods, and best practices
  - Monitors staff deputation activities and evaluates performance
  - Reviews staff prayer letter content, ensuring compliance with MAF policy
  - Monitors staff deputation expenses
  - Responds to church/donor requests for staff information
  - Requests staff commendation letters from supervisors as needed
  - Coordinates with Donor Services on behalf of staff
- 35% Trains and Supervises Pre-field Staff
  - Maintains a caseload of 2-5 pre-field staff families
  - Helps conduct pre-field deputation seminars
  - Helps pre-field staff develop and implement their deputation plans to reach support goal
  - Maintains regular personal contact with assigned pre-field staff
  - Monitors donor commitments towards pre-field staff ministry support
  - Tracks pre-departure checklist (e.g. vaccinations, visas, language school registration, additional training, travel, etc.)
  - Completes a deputation analysis and a written performance review prior to field departure
  - Prays regularly for pre-field staff
- 25% Oversees deputation activity
  - Maintains a caseload of both home staff and field staff, totaling 35-40 families
  - Conducts annual meetings to review deputation plan and requirements with US-based staff
  - Coordinates with direct supervisors of staff to facilitate implementation of deputation plan
  - Helps conduct deputation training sessions for veteran staff
  - Prepares for field furlough deputation activity and conducts furlough overview

### Qualifications

- Bachelor's degree is required, or equivalent combination of education and experience
- 5 years of experience in the area of deputation and personal support raising processes and practices is required
- 3 years of supervisory experience is preferred
- 5 years of MAF or similar field experience is preferred

### Skills

- Advanced ability in personal support raising
- Intermediate ability in coaching and managing people
- Intermediate ability in conducting presentation and training sessions

- Intermediate skill in Microsoft Excel, Word, PowerPoint, and Outlook
- Intermediate ability in social media

### **Competencies**

- Developing others
- Written and verbal communication
- Fostering teamwork
- Building relationships
- Interpersonal awareness
- Managing goals and responsibilities
- Flexibility
- Initiative
- Personal credibility
- Confidentiality

### **Physical Requirements**

- Frequently sitting
- Occasionally lifting, carrying, pushing, or pulling 10-25 lbs
- Occasionally standing and walking

### **Starting Pay Range**

\$53,619-\$62,556 per year DOE

MAF is committed to paying our team members competitively to the industry market and to being a market leader in benefits and work/life balance programs. Consistent with our value...” We commit to a high standard,” MAF’s Total Rewards Philosophy is designed to maintain and improve our market competitiveness in the NGO sector to attract and retain our most critical resource - our people.

MAF is committed to creating and maintaining a work environment free from any form of unlawful discrimination or harassment. As a faith-based religious organization pursuant to the Civil Rights Act of 1964, Section 702 (42 USC @2000e), MAF has the right to and does solely hire candidates who agree with our Statement of Faith and agree to abide by our Standards of Conduct.

MAF expects all MAF staff to comply with its Safeguarding Policy. This includes proper moral and ethical conduct towards all children and vulnerable adults, in all circumstances and in all relationships. In addition, all MAF staff have a responsibility to seek to prevent any form of abuse, to raise any ongoing concerns, and to report any harm, abuse, or neglect to children or vulnerable adults, discovered or reasonably suspected. Violations of this policy will be subject to corrective action up to and including termination of employment.

MAF seeks to create a workplace that is intentional about Kingdom Inspired Diversity. Our commitment to our employees extends to their opportunities for personal and professional growth and development. We will make reasonable accommodation for qualified individuals with known disabilities, unless doing so would result in undue hardship to the organization.