



Contractor Expectations and Qualifications

Director of Strategic Implementation

The mission of Ingomar United Methodist Church (IUMC) is to reach people with the good news of Jesus and together become fully devoted followers of Christ. IUMC's vision for achieving this mission is to value every person, make lives complete and transform the world, engaging people in a personal relationship with God through Jesus Christ. IUMC's strategy for pursuing this vision is focused on the "Five Practices of Fruitful Congregations": Radical Hospitality, Passionate Worship, Intentional Faith Development, Risk-Taking Mission and Service, and Extravagant Generosity.

I. Contractor Position Summary

This is a one or two-year Independent Contractor position paid by 1099 who will work closely with the Senior Pastor, Church Council, and Staff Leadership Team to advance the vision of the church and attain specific desired outcomes.

II. Position Status and Reporting Structure

The Director of Strategic Implementation (DSI) will be a contractor position. As such, an agreement containing the following terms will be documented and signed to by IUMC and the selected DSI candidate before the position begins:

- The contents of this document
- The two-year period of the engagement and the amount of compensation. The terms for either party to cancel the agreement

A written assessment of performance progress (section IV) and outcomes progress (section V) will be documented and reviewed every 3-6 months by the Senior Pastor and Director of Strategic Implementation, and will be reviewed by the Staff Parish Relations Committee and Leadership Council.

At the end of two-years, IUMC lay leadership hopes that in fulfilling the outcomes defined in section V, our staff and volunteers will be well-equipped to continue the work of the Director of Strategic Implementation (DSI), without the consultation of the DSI. Any recommendation to extend the DSI agreement will be contingent on adequate funding through increased giving or additional grants/gifts to support the position.

The DSI contractor will receive direction primarily from the Senior Pastor and secondarily from Leadership Council and SPRC.

III. General Expectations

The Director of Strategic Implementation will:

- Work with the Senior Pastor in the accomplishment of the church's mission and vision through discernment, decision making, planning and overall direction of church staff. Enable the senior pastor to focus on his calling and the spiritual leadership of the church.
- Develop action plans for implementing the church vision and strategic plan, including measurable goals, specific steps, milestones and timetables.
- Champion the development of infrastructure, practices and processes by all ministry areas in order to support healthy, long-term growth of the church.
- Foster a healthy staff culture of honesty and accountability. Create clarity of expectations and roles. Nurture staff leadership skills and professional development.
- Fulfill all roles with a commitment to God and demonstrated traits of a disciple of Jesus.

IV. Specific Responsibilities

1. Vision, Strategy and Implementation
 - a. Develop action plans for implementing church vision including measurable goals, specific steps, milestones and timetables.
 - b. Advance a team vs. silo environment and related practices and processes in order to create alignment between various ministries and maximize effectiveness of programs.
 - c. Help Senior Pastor and others to drive execution: translating strategic priorities into operational reality; aligning communication, accountabilities, resource capabilities, organizational structure, internal processes, and ongoing measurement systems to ensure that strategic priorities yield measurable and sustainable results.

2. Staff and Ministry Leadership
 - a. Provide leadership to director-level/senior staff, helping directors build ministry objectives and vision and envision potential direction/changes in their ministry.
 - b. Champion the development of infrastructure, practices and processes by all ministry and support areas in order to promote healthy, and fiscally sound long-term growth of the church.
 - c. Lead staff to Develop goals and metrics to measure the health of the church and the effectiveness of the ministry in fulfilling the vision.
 - d. Continually meet with staff leaders to measure progress, remove obstacles, or amend steps in order to execute the plan.
 - e. Nurture the development of staff leadership skills and capabilities and foster their professional growth. Coach and mentor, give performance feedback, ensure training and development needs are addressed.
 - f. Enhance and maintain a healthy staff culture of honesty and accountability. Create clarity of expectations and roles. Coach others in performance management.
 - g. Identify and resolve operational or personnel issues in a fashion that maintains the mission of the Church.

V. Expected Outcomes

At the end of two years, we expect to see the following outcomes:

1. Strong leadership abilities among existing church staff, who are committed, enthusiastic and well-equipped -- through modeling and coaching -- to identify opportunities, solve problems and establish working plans that lead toward the united vision.
2. Clearly defined goals and implementation plans for each ministry area that are cohesively integrated with one another.
3. A congregation that better understands and is engaged in the core mission of the church and embraces opportunities within all five of our strategic practices (hospitality, worship, faith development, service and giving). That Ingomar Church be a renewing and fulfilling place for all people.
4. An environment where we are efficiently and effectively reaching out to the community and sharing the Gospel of Christ, growing the number of Christian followers in our community.

We will be able to measure results in these ways:

1. Strong and growing worship attendance.
2. Increased engagement of the congregation through growth in:
 - a. Small groups
 - b. Youth, children, and family ministries
 - c. The number of people involved and hours of volunteer service to the church and beyond
 - d. Stewardship commitments
3. A staff well-equipped to operate effectively without this position in place:
 - a. Senior Pastor able to focus on spiritual development for himself, staff and congregation
 - b. Strong leadership and strategic execution abilities among existing staff
 - c. Structure, processes and procedures that support efficient operations

VI. Spiritual Qualifications

- Demonstrated traits of a disciple of Jesus
- Spiritually mature
- Committed to following the membership covenant

VII. General Qualifications

- Related experience in driving execution of vision with proven results
- Demonstrated leadership and leader development
- Understands Ingomar's vision, purpose and direction
- Demonstrated wisdom in decisions, actions & recommendations
- Evaluates decisions/actions by their overall impact and long-term implications
- Team developer
- Experience overseeing a significant budget
- Relational match with senior pastor and senior directors