



POSITION DESCRIPTION

Leader-to-Leader Coach/Mentor

Summary: Provides spiritual encouragement, practical training, resources and advice to key Christian leaders in various cultural settings and roles (in the church and other fields of leadership) as part of Entrust's Leader-to-Leader Mentoring initiative. Seeks out and stands with Christian leaders in one-on-one or small group settings for a time as they face difficulties and determinative decisions in their lives and ministries. Focuses especially on young Central European leaders in isolated regions or unsupportive environments.

Reports to: European Director

Commitment: Part-time; 15 hours / week on average

Location: Flexible. Central Europe, primarily in Hungary.

Compensation: Raises support. Base Salary starts at \$25,000 per year for 20 hours / week; staff use deputized fundraising to cover salary, benefits, and ministry expenses.

SPECIFIC AREAS OF RESPONSIBILITY

- Successfully complete Entrust's *Facilitating Relational Learning* module (or other HR approved course) within first year of staff service.
- Study Jesus' approach to making disciples in the gospels and how he built up his disciples for ministry.
- Study how best to encourage, make disciples, provide practical training, practical resources and advice within each cultural context.
- Develop methods to properly assess the mentee's situation.
- Develop relationships with denominational and ministry leaders in order to offer help for (young) leaders in their care.
- Come alongside to visit, serve, listen, interact, encourage, brainstorm, problem-solve and pray with Christian Leaders in order to help them solve problems, endure through hard seasons, move on in God's leading in all aspects of their lives, and develop in their character in Christ's image.
- Focus on key leaders who can become coaches/mentors to Christian leaders and equip them to do so. (Multiplication)
- Promote peer-encouragement and discipleship among leaders through networking, organizing or leading small groups, and offering retreats or training courses for them.
- Accept invitations to serve, preach, teach, and provide ministry training.
- Offer new ideas, expand thinking, and encourage isolated and discouraged leaders.

- Introduce pastors to Entrust training methods, encourage and assist them in taking advantage of training opportunities.
- Participate in scheduled regional field meetings and conferences. Attend the Entrust All-Staff Conference.
- Contribute to mobilizing new staff and donors to Entrust.

OUTCOMES

- Entrust's mentor pastors will be equipped and encouraged in all aspects of their mentoring ministry with national pastors.
- Christian leaders will grow in their relationships with Jesus Christ, overcome many difficulties and grow in their character, becoming more like Jesus, through mentoring and discipleship and through learning about each other's lives and ministries.
- Central European Christian leaders will develop mutually encouraging relationships.
- Central European Christian leaders will be better resourced and will learn practical ministry skills which are often overlooked in formal training.
- Central European Christian leaders will be encouraged in all aspects of life and church ministry.
- Some key Central European Christian leaders and pastors will mentor and disciple other followers of Jesus toward spiritual maturity.
- Entrust will gain new staff and donors.

QUALIFICATIONS

Professional Qualification

- Bachelor's degree required in theological or practical ministry studies; Master's degree preferred.
- Genuine interest in and understanding of personal discipleship and leadership development and training.
- Proven ability to work effectively in cross-cultural settings.
- 3 years or more pastoral/mentoring ministry experience (cross- or mono-cultural).
- 1 year ministry experience overseas (long- or short-term) preferred.
- Excellent communication skills in both written and spoken forms.
- Proven ability to share biblical, encouraging thoughts and insights with both small groups and individuals.
- Proven ability to provide one-to-one and team pastoral care.
- Familiarity with Microsoft 365 and Zoom; ability to learn more advanced functions in these applications, and other software and database programs as necessary.
- Commitment to best principles and practices in adult education and contextualized training.

Personal Qualities Desired

- Ability to work on own initiative and to prioritize workload.
- Ability to motivate and encourage disciples of Jesus Christ.
- Flexible and able to adjust to possible changes in responsibilities.
- Creativity and initiative in performing responsibilities.
- Models life coaching in relationships.

- Excellent listening skills.
- Excellent organizational skills.

Spiritual Qualities Desired

- Growing Christian who is personally following Christ and active in a local church.
- Consistent devotional life.
- Ability to bring a spiritual perspective to work as demonstrated in attitude, faithfulness and interpersonal relationships.
- Teachable spirit and servant's heart.

Employment Requirements

- Agreement with Entrust Statement of Faith.
- Agreement with the policies and procedures in the *Entrust Staff Handbook*.

Entrust is an employer-at-will. As such, Entrust reserves the right, as the employee does, to terminate the employment relationship at any time with or without reason.

December 2024