

Minister of Evangelism and Missions

Gospel Equipping, Missions Mobilization, and Partnership Development

Position Purpose

The Minister of Evangelism and Missions leads South Main Baptist Church's outward-facing Great Commission ministry in alignment with the mission of Engaging and Equipping Others to Experience and Share God's Transforming Love. This full-time minister models personal evangelism, equips the congregation to share the gospel, mobilizes members for local and global mission, and cultivates accountable, relational ministry partnerships.

Reporting Structure

The Minister of Evangelism and Missions reports to the Executive Minister regarding formal HR and employment matters, including employment status, compensation, personnel policies, formal performance reviews, disciplinary matters, conflict resolution, scheduling expectations, and final employment decisions.

The Minister receives functional ministry supervision from the Pastor. This includes missions and evangelism vision, ministry priorities, gospel strategy, partnership direction, preaching and teaching opportunities, churchwide alignment, coaching, evaluation, and accountability for carrying out the church's Great Commission priorities.

The Minister works with the Executive Minister on budgets, calendars, policies, facilities, travel procedures, staff coordination, and other operational matters. The Pastor provides ministry feedback and input for formal performance reviews, while the Executive Minister retains final authority for employment matters.

Primary Responsibilities

1. Modeling Biblical Priorities and Great Commission Practice

Lead from a growing relationship with Christ and a personally practiced commitment to the gospel. The Minister will:

- Cultivate a growing personal relationship with Christ through prayer, Scripture, worship, witness, and Christian community.
- Participate faithfully in the life and ministry of South Main Baptist Church.
- Demonstrate integrity, humility, courage, compassion, cultural sensitivity, and Christlike character in words, relationships, and actions.
- Maintain appropriate personal and ministry boundaries that protect character, family, health, and ministry effectiveness.
- Follow the expectations and standards established in the church's Personnel Policy Handbook.
- Practice personal evangelism and remain actively engaged in local and cross-cultural ministry so leadership and teaching grow from current experience.

2. Congregational Evangelism Equipping

Equip South Main members to share the gospel naturally, faithfully, and courageously where they live, work, learn, and play. The Minister will:

- Develop and lead a practical evangelism-equipping pathway for members across generations and levels of experience.
- Train members to share their testimony, explain the gospel, begin spiritual conversations, respond to questions, extend invitations, and follow up with spiritually interested people.
- Provide coaching, mentoring, practice environments, field-based learning, and resources that help members move from knowledge to action.
- Partner with ministry leaders to integrate evangelism and mission into the broader discipleship life of the church.
- Cultivate a church culture in which courage replaces fear and every member understands his or her calling as an ambassador for Christ.

3. Missions Mobilization

Create meaningful pathways for members to serve together, cross boundaries, build relationships, and participate in Christ's commission. The Minister will:

- Identify, develop, organize, and lead local, regional, national, and global mission opportunities aligned with the church's mission, theology, and priorities.
- Recruit, prepare, equip, and care for mission participants and team leaders before, during, and after mission experiences.
- Coordinate communication, budgeting, logistics, risk management, spiritual preparation, and debriefing for mission projects and trips.
- Provide accessible opportunities for first-time participants and deeper pathways for experienced members.
- Identify, mentor, and develop volunteer team leaders, church planters, missionaries, and others called to long-term gospel service.
- Evaluate mission experiences for spiritual formation, relational integrity, gospel fruitfulness, stewardship, and sustainable benefit to ministry partners.

4. Mission Partnership Development and Stewardship

Strengthen the church's relationships with missionaries, church plants, apartment ministries, and ministry organizations through prayerful evaluation and mutual investment. The Minister will:

- Build and maintain meaningful, two-way relationships with current and prospective mission partners.
- Regularly evaluate partnerships for theological alignment, relational reciprocity, accountability, communication, gospel fruitfulness, strategic fit, and congregational involvement.
- Connect partners and South Main members through prayer, communication, visits, service opportunities, storytelling, and shared ministry.
- Maintain consistent communication and appropriate records regarding partner needs, updates, financial support, ministry activity, evaluation, and follow-up.
- Recommend the continuation, development, restructuring, or conclusion of partnerships in consultation with the Pastor, Executive Minister, and appropriate church leadership.
- Provide clear ministry rationale for mission-budget recommendations and steward approved resources with transparency and care.

5. Local and Cross-Cultural Outreach

Help South Main engage the changing communities of greater Houston with the gospel in culturally attentive and relationally faithful ways. The Minister will:

- Learn the needs, cultures, languages, ministry assets, and gospel opportunities present in the church's surrounding communities.
- Develop local outreach initiatives that cross cultural, linguistic, generational, and socioeconomic boundaries.
- Build trusted relationships with pastors, church planters, community leaders, schools, nonprofits, and other organizations that can help South Main understand and serve its community.
- Help the congregation practice hospitality, listening, service, and gospel witness with cultural humility.
- Develop outreach efforts that move beyond one-time events toward sustainable relationships, discipleship pathways, and meaningful church connection.

6. Preaching, Teaching, and Mission Communication

Keep the Great Commission visible and provide regular environments for biblical conviction, practical equipping, and congregational response. The Minister will:

- Preach periodically in worship services at the invitation and direction of the Pastor.
- Design and teach practical evangelism and missions equipping during Auxano sessions and other appropriate churchwide environments.
- Communicate mission opportunities, partner updates, prayer needs, testimonies, and ministry outcomes through appropriate church channels.

- Help plan mission-emphasis moments, commissioning opportunities, prayer gatherings, and other experiences that cultivate a heart for people who need the gospel.
- Tell ministry stories with accuracy, dignity, permission, and appropriate sensitivity to security and cross-cultural concerns.

7. Next-Generation Mobilization

Channel the hunger of children, students, and young adults into lifelong Great Commission habits. The Minister will:

- Partner with family, children's, youth, young-adult, and adult ministry leaders to create age-appropriate evangelism and mission pathways.
- Provide mentoring, service opportunities, and mission experiences that help younger believers develop courage, cross-cultural awareness, and lifelong Great Commission habits.
- Identify and develop emerging mission leaders, including potential team leaders, church planters, and long-term missionaries.

8. Volunteer Leadership and Ministry Administration

Develop people and systems that support healthy, sustainable, and accountable mission. The Minister will:

- Recruit, equip, encourage, and develop volunteer leaders for evangelism, outreach, mission teams, partner care, and prayer support.
- Delegate meaningful ministry responsibility and develop leaders who can multiply the ministry.
- Develop annual goals, plans, calendars, and budget recommendations in collaboration with the Pastor and Executive Minister.
- Follow church policies and regularly evaluate and report ministry participation, stewardship, partnership health, and effectiveness.

Preferred Ministry Experience and Qualifications

- A mature follower of Jesus whose life and character reflect the biblical qualifications and expectations of vocational ministry.
- A proven record of personal evangelism and hands-on leadership in local outreach, global missions, church planting, cross-cultural ministry, or related Great Commission work.
- Demonstrated ability to equip and mobilize others rather than functioning only as an individual ministry practitioner.
- Ability to communicate Scripture and the gospel clearly through preaching, teaching, training, conversation, and written communication.
- Relational leadership skills that build trust with church members, volunteers, missionaries, pastors, church planters, and community partners.
- Cross-cultural competence, humility, adaptability, and sound judgment in diverse ministry settings.
- Strong organizational, planning, and stewardship skills for partnerships, budgets, teams, projects, and mission travel.
- Bilingual ability or demonstrated capacity to minister across language barriers is strongly preferred because of the diversity of greater Houston.
- Support for the doctrine, mission, values, policies, and ministry direction of South Main Baptist Church.

Key Partnerships

The Minister of Evangelism and Missions works closely with:

- Pastor
- Executive Minister
- Church staff and ministry leaders
- Finance Team and appropriate church leadership
- Missionaries, church planters, pastors, and ministry organizations
- Local outreach and apartment-ministry partners
- Mission, evangelism, outreach, prayer, and partner-care volunteers
- South Main members and mission participants

Role Boundaries

The Minister of Evangelism and Missions has primary responsibility for congregational evangelism equipping, missions mobilization, mission-partner development and evaluation, local and cross-cultural outreach strategy, and the leadership systems that support those ministries.

The Minister is not hired merely to do evangelism or mission work on behalf of the congregation. The role leads by example while equipping, mentoring, organizing, and mobilizing South Main members to participate personally in the Great Commission.

Outside missionaries, churches, and ministry organizations retain responsibility for their governance, personnel, finances, strategy, and ministry decisions. The Minister evaluates partnership health, coordinates South Main's involvement, and makes recommendations but does not supervise outside organizations or independently approve funding, enter binding agreements, or establish or conclude official partnerships.

The Pastor provides functional ministry supervision and determines preaching invitations and major churchwide mission direction. The Executive Minister provides formal HR supervision and retains final authority regarding employment and personnel matters.

Other ministry leaders retain primary responsibility for their assigned age groups, discipleship environments, volunteer teams, and ministry areas. The Minister collaborates with them to integrate evangelism and mission without replacing their leadership.

Success Looks Like

- South Main members are increasingly confident and active in sharing the gospel in everyday relationships.
- Members across generations have clear pathways into local, cross-cultural, and global mission.
- Children, students, and young adults are developing lifelong Great Commission habits.
- Mission teams and outreach initiatives are spiritually prepared, well organized, relationally responsible, and aligned with the church's mission.
- Mission partners experience meaningful relationship, prayer, communication, service, and accountability rather than financial support alone.
- South Main is crossing cultural and socioeconomic boundaries with humility, compassion, and a clear gospel witness.
- Volunteer leaders, missionaries, church planters, and long-term ministry leaders are being identified and developed from within the congregation.