



Relationship Manager: North Region

(Gauteng, Limpopo, North West and Botswana)

Updated: January 2023

1. ODI Mission Statement

To strengthen and equip the Body of Christ living under or facing restriction and persecution because of their faith in Jesus Christ, and to encourage their involvement in world evangelism by:

- Providing Bibles and literature, media, leadership training, socio-economic development and through intercessory prayer.
- Preparing the Body of Christ living in threatened or unstable areas to face persecution and suffering; and
- Educating and mobilising the Body of Christ living in the free world to identify with threatened and persecuted Christians and be actively involved in assisting them.

We do so because we believe when one member suffers, all members suffer with it (1 Corinthians 12:26), all doors are open, and God enables His Body to go into all the world and preach the Gospel.

2. ODSA Mission Statement

To educate and mobilise the Body of Christ living in Southern Africa to identify with threatened and persecuted Christians and be actively involved in assisting them.

3. Core Values

- We are part of the Body of Christ, A people to people people
- We are Persecuted Church driven
- We are people of the Bible
- We are people of prayer
- We live and work by faith
- We are devoted to Jesus Christ and His commission
- We are motivated solely for the glory of God

4. Development Core Values

- WE ARE COMMITTED TO SERVING THE GLOBAL MINISTRY WELL
 - We strengthen the persecuted church by resourcing our Field teams and ODI with prayer, funds, and other support. We aim to keep track with field needs.
 - We clearly articulate to both Field and ODI what we need from them to be effective in raising prayer, funds, and other support – but we take care to do so in an attitude of service.
 - We take care to work within Field security guidelines and Communications guidelines, both the spirit and the letter of them.
- WE COMMUNICATE WITH INTEGRITY AND CLARITY, AVOIDING SENSATIONALISM AND MANIPULATION
 - We only use trustworthy and reliable sources of information which do not conflict with World Watch Unit data.
 - We ensure that our message is balanced and truthful, and we clearly articulate the needs we seek to meet.
 - We encourage supporters by reporting back to them with the impact of their prayers, gifts, and other support. We believe that our ministry is also their ministry.
 - Although we seek, where possible, to influence politicians and the secular media as part of our ministry of strengthening the persecuted church, we avoid getting drawn into political agendas or negative campaigns.
- WE HONOUR OUR DONORS BY STEWARDING THEIR GIFTS, REQUESTS AND PERSONAL DATA WELL
 - We always aim to work in the most effective way, measuring our efforts and seeking to continually learn and improve in what we are doing – to make the best use of gifts given to serve the persecuted church.
 - We report financial and other measures transparently and faithfully.
 - We are committed to honouring the express desires of our donors, assigning their gifts to the areas of ministry where they have been designated - and we only raise designated funds when necessary.
 - We commit to handling supporter data in compliance with legal principles and respectful relationship.
- WE LEAD AND COMMUNICATE IN A WAY WHICH BUILDS FAITH, HOPE AND COURAGE IN CHRISTIANS IN OUR COUNTRIES, INCLUDING OUR OWN TEAMS
 - We connect supporters and the wider church with their persecuted family, by sharing the lessons of the persecuted church with them.
 - We communicate how God is at work both despite and through the suffering of our persecuted family, and in doing so inspire Christians in our nations to courageous faith.
 - We seek to lead our teams in a way which glorifies God, and are willing to make difficult, courageous decisions, prayerfully, where necessary.
 - We prepare the church in our countries to be prepared for persecution.
- WE STRIVE TO BUILD BRIDGES ACROSS DENOMINATIONS AND ETHNICITIES IN THE BODY OF CHRIST
 - We hold tightly to our Statement of Faith and we take care to use language which unites rather than divides the church in our nations.
 - We collaborate with like-minded Christian missions and agencies when and where it is beneficial to persecuted Christians.

- WE RECOGNIZE OUR INTER-DEPENDENCE IN SERVING WELL, AND COMMIT TO MUTUAL ACCOUNTABILITY, MUTUAL SERVICE AND STRONG RELATIONSHIPS
 - We collaborate on key campaigns, and plan and strategize together, to increase our effectiveness.
 - We look for ways to share experience, support, and resources, honouring our Principles of Collaboration.
 - We respect our cultural and denominational diversity and ensure that our communications are sensitive to supporters in other countries, given the global transparency of the digital world.
 - We aim to honour the spirit and letter of these Development Values, ensuring our teams do the same.

5. Purpose of Role

The Relationship Manager: North Region position is integral to Open Doors Southern Africa's wider church and community engagement strategic plan. Focusing on working closely with speaker volunteers, influencers and key supporters, this position is aimed at mobilising the Southern African Church to become increasingly more active in responding to issues of persecution.

As a Relationship Manager: North Region with ODSA you will

- Recruit and mobilise speaker volunteers to work with you in the North Region to reach local church communities to be aware of, pray for and support the most persecuted followers of Jesus globally
- Coach, train and support speaker volunteers to continuously improve their delivery
- Network and drive engagement with local churches and partners to secure presentation opportunities
- Deliver excellent presentations that gain sign-up's, prayer and funding partners and church/speaker volunteers/ travellers
- Implement key ODSA Fundraising campaigns in the North region

6. Relationships

The **Relationship Manager: North Region** reports to the Church and Community Engagement Manager. This role is based in South Africa, in the North Region (Gauteng, Limpopo, North West and Botswana). The Relationship Manager: North Region will work closely with other members of the Community Organising and Church Engagement team based around Southern Africa. Although based locally this role is working towards a regionally focused strategy and as such will require building and managing relationships across the region of Gauteng, Limpopo, North West and Botswana. The Manager will be expected to travel regularly in the region.

Internal

- The Relationship Manager: North Region will develop good working relationships with the Church and Community Engagement team based around Southern Africa as well as management and the wider ODSA team.

External

- The Relationship Manager: North Region will nurture strong relationships with the local church leaders, communities and partners directly and through speaker representatives in his/her network

7. Position Accountabilities

Accountability	Outcome	
<p>ODSA's Purpose and Values This position supports ODSA's strategy to mobilise followers of Jesus in Southern Africa to serve the most persecuted Church globally.</p>	<p>Strong partnerships with churches and mobilised volunteers who act toward serving the persecuted Church globally. These relationships are increased and deepened and build towards a coordinated movement of Christian action in line with ODSA's values and ethos.</p>	<p>Essential</p>

Develop and manage a speaker representatives' network

<ol style="list-style-type: none"> 1. Identify and recruit new speaker representatives 2. Train speaker representatives with necessary skills to represent ODSA well 3. Coach and support speaker representatives and newly identified potential speakers and area representatives 4. Action all administration related to the speaker representatives' network as per SOP's and timeframes 5. Collaborate with the Church Volunteers' Community Organiser to identify speaking opportunities in the region 	<ul style="list-style-type: none"> - A growing number of speaker representatives are recruited, trained, coordinated and promoting and delivering ODSA's message and actions across the region - Set targets for presentations, new communities, subscribers, debit order donors and income reached in the North region (<i>see annual targets set by Church and Community Engagement Manager</i>) 	<p>50%</p>
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Public speaking, events and campaigns

<ol style="list-style-type: none"> 1. Drive key campaigns/events linked to the communications matrix and opportunities – e.g. Persecuted Church Sunday, International Day of Prayer, WWL release 2. Represent ODSA amongst the local church community and build relationships with key stakeholders – leaders, influencers and communities 3. Speak and represent ODSA at local events or gatherings 4. Organise opportunities and host international/ local speakers when relevant 	<ul style="list-style-type: none"> - Existing and new faith communities are taking actions in connection with ODSA's work and campaigns - Innovative and attractive product offerings and opportunities presented to church leaders - Regular face to face engagements with potential and existing church partners - The needs, concerns and ideas of church leaders and communities are effectively represented in the broader department and across the organisation - ODSA's core community is well informed of what is going on at ODSA 	<p>45%</p>
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	100 or more presentations in the North Region per annum	
Organisational Citizenship		
<ol style="list-style-type: none"> 1. Work collaboratively with team members, role model ODSA's Christian values and be a positive example for both supporters and ODSA staff. 2. Participate in the spiritual life of ODSA. 3. Any other task or duty required or needed. 	<ol style="list-style-type: none"> 1. ODSA's Christian values are lived out. Stakeholders experience excellence in engagement. 2. Lead devotions as part of a roster. 3. Provide prayer support to ODSA's people as appropriate. 4. Travel to the persecuted Church every 2/3 years 	5%

8. Position Requirements

Must Have	<ul style="list-style-type: none"> o Active Christian faith and strong commitment to ODSA's Christian purpose values and ethos o A heart and passion for the local Church and vision to see the South African Church become increasingly active in responding to global persecution o Ability to encourage others in their faith, and to influence partners to provide support to ODSA as a meaningful and impactful way to respond to global persecution o Volunteer management, financial management and budgeting, administrative skills
	<ul style="list-style-type: none"> o <ul style="list-style-type: none"> ▪ Public speaking experience. Delivering inspiring messages and calls to action. Ability to build a sermon / presentation for a church service or church audience.
	<ul style="list-style-type: none"> o Excellent written and oral communication skills, and a willingness to get 'out and about' and engage with people. Ability to build meaningful relationships with people from a wide variety of backgrounds towards shared action o Demonstrated fund development/fundraising, marketing and public relations experience to successfully engage stakeholders o Ability to present, speak and facilitate training on behalf of ODSA o Be a team player and can work well with others; excellent people and relationship building skills.
	<ul style="list-style-type: none"> o A valid driver's license
Highly Regarded	<ul style="list-style-type: none"> o Proven proficiency in end-user computer applications such as Microsoft Office, i.e. Word, PowerPoint, Excel, etc. o Existing networks across the Christian community o A sound understanding of the theological suffering and persecution and the role of the local Church in serving persecuted followers of Jesus; demonstrated knowledge of the persecuted Church worldwide and exposure to and experience in the persecuted Church o Fluency in any of the African languages o Experience in Sub-Sahara countries o Knowledge of Islam o Competent with the use of CRM systems

9. Working Environment

ODSA's Code of Conduct and policies set expectations for all our staff. Everyone at ODSA is responsible for workplace safety both in terms of their own behaviour and taking action to resolve safety issues they become aware of.

ODSA is committed to safeguarding children, the prevention of sexual exploitation, abuse and any kind of bullying or harassment. ODSA uses child-safe recruitment and screening practices and requires staff to complete due diligence Police Checks and to advise ODSA of any changes to their circumstances regarding Safeguarding related offences, during the term of their engagement.

The Church and Community Engagement Lead will always carry out his/her responsibilities with due regard to ODSA's Safeguarding Policies and Guidelines.

ODSA values diversity and each staff member is expected to demonstrate a commitment to gender equality.