



CHEMISTRY
STAFFING

CHURCH & CANDIDATE PROFILE

TOGO CHURCH PLANTING PROJECT LEADER

6° Initiative

Togo, West Africa

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Population of City

1,000,000

Population of County

200,000

Community Overview

We are in the southern part of Togo, just East of the capital Lome. Lome has a population of 1 million, and we work mostly in the city of Aneho, which has a population of close to 200,000. This is the birthplace of voodoo and is historically known as the slave coast. It is tropical and known for its fishing and farming opportunities.

Why People Like Living Here

As a missionary team, we live about 40 minutes from Lome. 20 minutes from the nearest grocery store. We live about 15-20 minutes from Aneho, where all of our ministry takes place. We live on lake Togo, and it is a beautiful and quiet place to live.

Church History

JJ Alderman grew up as a missionary kid in Northern Togo from the age of six. After meeting Melissa in college and marrying in 2004, JJ and his wife Melissa asked God where He wanted their family to serve. They prayed specifically about people with the most restricted access to the gospel and expressed their desire to develop leaders and plant churches in these areas. It became clear that God was sending them to serve among the unreached people groups in Togo, West Africa. In 2009, the Aldermans started working in church planting and leadership development among the unreached in Southern Togo. It was the Alderman's vision to create a team of missionaries to continue advancing the gospel. They invited their first teammate on the field in October 2017. The team has grown to 8 missionary households.

The first church, New Life Church, was planted in 2010. This church was planted with Jonas as the pastor. Jonas and Naka are Togolese who grew up in the North of Togo but joined the Aldermans in the southern part of Togo when they moved in 2009. New Life Church sent out its first church planter in 2017 and its' second in 2018. From 2018 to 2022, 26 more churches were planted. In 2023, there are dozens of future church planters being trained with the hope of seeing 100 total churches by May of 2024. In April of 2022, Melissa Alderman was diagnosed with MS, and her doctor told her that it would not be possible to live in Togo anymore. Josh Freeman was appointed as the Initiative Leader in November of 2022 and officially started in his new role on January 1st, 2023. Josh arrived in Togo in March 2020 and started in the role of Togo Church Planting Project Leader. When the Aldermans discovered that Melissa was diagnosed with MS, Josh was appointed as the Operations Leader in April 2022. Despite the new transition, the team remains intact, and the vision and mission have not changed. The Aldermans built the foundation that the 6° Initiative will continue to build on.

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Vision, Mission, Values

Vision: We are asking God for 190,000 disciples from 10 unreached people groups in Togo and Benin.

Mission: We want to see Gospel Saturation through Leadership Development.

Values:

Open-Handed Living– We live as stewards, not owners, open to the will of God.

This is demonstrated by:

- Following God anytime He tells us to do something.
- Being willing to let others speak into our areas of responsibility.
- Living as stewards, not owners of responsibilities, things, ideas, relationships, and positions.
- Building God's kingdom, not our own.

Future Focus– We fight to accomplish our vision by keeping the end in mind.

This is demonstrated by:

- Preparing for future opportunities.
- Developing systems and processes that allow for scalability and decentralization.
- Working ourselves out of jobs.
- A commitment to strategic planning and working that plan.

Servant Leadership – We leverage our abilities and influence to serve others.

This is demonstrated by:

- Creating space for and inviting others into the room.
- Intentionally pushing the next generation to maximize their potential.
- Multiplying leaders.
- Giving people leadership opportunities before they are "ready."

Humility – We recognize we are not the hero of the story.

This is demonstrated by:

- Keeping prayer at the center of what we do.
- Keeping God as the hero of every story.
- Being learners, not experts.
- Celebrating the accomplishments and contributions of others.

Deep Relationships – We love and trust each other deeply.

This is demonstrated by:

- A team orientation and focus.
- A relational approach to discipleship and conflict resolution.

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- Being a safe place for vulnerability and honesty.
- Respect and consideration for the individual.

Personal Growth – We work hard to make ourselves and each other better.

This is demonstrated by:

- A culture of learning and personal growth.
- A relentless pursuit of a personal relationship with God and personal holiness.
- A commitment to coach and disciple while being coached and disciplined.
- Embracing risk and growth areas.

Average Weekend Attendance

1400

Is Your Church Muitsite?

Yes

Attendance Trend

Growing

How many campuses?

29 autonomous churches

Overview of Weekly Worship Gathering

We have 29 churches in 29 different locations. Each looks very different as they reach very different communities. We have 3 brick-and-mortar churches that have strategically been planted in growing populations. The majority are in villages that have no churches and might meet under a thatch roof, in a home, or under a tree.

Worship Style of Your Church

This varies according to the culture of the church. Our Global Worker team enjoys contemporary worship, such as Elevation, Maverick City, Hillsong, etc.

Tell Us About Your Facility

Our teams live in cement homes near Lake Togo or close to the coast. All of our homes feel like American homes. We eat very American food. Our team lives within a 5-mile radius of each other. We are constructing a Guest House to house short-term teams. This will become a centralized location for the team when it is finished.

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Overall Budget (this fiscal year)

\$500,000

Overall Long-Term Debt of the Church

\$0

Denominational Affiliation and/or Other Partnerships

Converge: www.Converge.org

Governance & Polity

All final decisions within the initiative is made by the Initiative Leader. In cases of firings, the Initiative Leader, Continent Leader, and Director of International Ministry would have to make this decision together. The organizational chart within the initiative is as follows: Global Worker answers to Project Leader. Project Leader answers to Operations Leader. Operations Leader answers to Initiative Leader.

Current Paid Staffing Level

All staff raise their own funding. A family raises close to \$10,000 monthly. An individual raises close to \$7,000 monthly.

Major Ministries of the Church

Our 5 Projects are:

- Togo Church Planting - Bible institute
- Benin Church Planting
- Togo Palms Youth Camp
- Deaf
- Vocational Training

Outreach Programs Overview

- Next-Gen
- Women
- Men
- Vocational/business
- Deaf

In the most generic sense, how would you describe your church theologically?

Evangelical - Moderate

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Published Theological Statement

We affirm the statement of faith of Converge. (<https://converge.org/about/beliefs>)

What theological hills will you die on?

- Word of God- fully inspired
- Trinity- 3 parts fully God
- Faith through Jesus alone. Nothing to earn.

Hot-Button Social/Cultural Issues For Your Church

- We ask that our team abstains from alcohol when in Togo because of the cultural implications. Responsible drinking when outside of Togo is permitted with a level of discretion. We don't post any photos with alcohol in them because we live in a technological age, and we are being watched by the people we develop.
- We don't hold a hard theological stance on women pastors. However, the church in Togo does. Somebody who holds a hard stance on this might be uncomfortable within our ministry. Our job is never to project beliefs on the church in Togo and Benin but to teach them the Word of God and allow the Holy Spirit to guide them.
- We will die on the hill of the above 3, but we will allow the local believers to grow and develop their theology.

Biggest Church "Wins" in Last 18 Months?

- 15 churches planted.
- 6 training centers launched with 10-20 leaders being trained to make disciple makers and plant churches.

Biggest Opportunity for Your Church in the Next 12 Months

- Dozens of churches are being planted.
- True multiplication is beginning to happen at every level of the ministry.

Church's Biggest Challenge for the Future

Scalability. As we go a mile wide, we have to build systems to help the church to go a mile deep as well.

Title of Position You Are Hiring

Togo Church Planting Project Leader

Full-Time Position?

Yes

Reporting Relationship

This position will report directly to the Initiative Leader.

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Goals and Expectations

This role would focus on multiplying and sustaining our church planting efforts in Togo. We would want the Togo Church Planting Project Leader to help develop and implement a church strengthening strategy as well as continue to coach and develop our highest level of national pastors.

Do you have a job description for this role?

Togo Church Planting Project Leader

- The Togo Church Planting Project Leader leads the Togo Church Planting Project in Togo. This person serves under the direction of the 6° Initiative Leader and is responsible for overseeing the ministry and operation of the Togo Church Planting Project. As Project Leader, this person will lead in all areas of strategy and implementation for their respective project, oversee the staff, and collaborate with other Project Leaders in the Initiative. In accordance with our mission to pursue Gospel Saturation through Leadership Development, this person must believe in our vision, live a life modeling a vibrant walk with Christ, and be in complete agreement with our Affirmation of Faith.

ESSENTIAL DUTIES AND RESPONSIBILITIES include the following. Other duties may be assigned.

Leadership

- Maintain a model of spiritual vitality while providing spiritual, ministry, and strategic leadership for the accomplishment of 6°'s mission and the effective fulfillment of its mission and vision.
- Humbly serve as a collaborative member with the 6° Team with the goal of helping all team members with Togo Church Planting accomplish ministry objectives.
- Collaborate with the Initiative Leader in implementing and driving organizational vision and strategy within the Initiative and with the national leaders.
- Directly oversee the Global Workers and National Leaders of Togo Church Planting to coach them to achieve team goals.
- Translate organizational strategy into actionable goals for performance and growth within Togo Church Planting - helping to implement project-wide goal setting, performance management, and quarterly operating planning. Oversee project operations and Global Worker productivity, monitor performance, and ensure that team members thrive, and organizational outcomes are met.
- Ensure effective onboarding, personal and professional development, performance management, and retention of Global Workers within Togo Church Planting.
- Adhere to Converges Initiative, Regional, and Converge IM team requirements, enforcing compliance within the Project and taking action when necessary.
- Represent the Initiative at Regional and National conferences at the pleasure of the Initiative Leader.
- Perform other duties and responsibilities as assigned or requested by the Initiative Leader.

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General

- Assist the Initiative Leader to inspire collaborative action, align efforts with vision and multiply leaders and resources for implementation within Togo Church Planting.
- Enforce policies that promote, encourage, and enhance Converge and Initiative leadership culture and vision throughout the Project.
- Oversee weekly operations of the Togo Church Planting staff.
- Lead Global Workers to encourage maximum performance and dedication within Togo Church Planting.
- Oversee Project fundraising and recruiting needs.

Skills and Qualifications

- A deep personal commitment to Christ and a heart for the local church and global missions
- A strong grasp of biblical principles of ministry and leadership
- Active participation in local church leadership
- Experience and working knowledge of teaching/preaching
- Leadership skills, with steadfast resolve and personal integrity
- Excellent interpersonal skills
- Working knowledge of discipleship and multiplication principles
- A solid grasp of leadership development principles
- Ability to mediate conflict interculturally and cross-culturally
- Humility to allow the Initiative Leader and others to speak into their lives and leadership

SUPERVISORY RESPONSIBILITIES

- Manages Togo Church Planting staff.
- Responsible for the direction, coordination, and evaluation of the project.
- Carries out supervisory responsibilities in accordance with the organization's policies and applicable laws.
- Responsibilities include interviewing, and training employees; planning, assigning, and directing work; overseeing team performance, addressing complaints, and resolving problems within the project.

IMPACT ACCOUNTABILITY

- The Togo Church Planting Project Leader has a significant impact on the well-being of the 6° Initiative spiritually, missionally, and relationally. Our stewardship is a trust from God, the regions, churches, pastors, congregants, and global workers of Converge as well as a witness to a subject world.

LANGUAGE SKILLS

- Ability to read, communicate and understand French at a B2 level.
- Ability to effectively communicate the vision and goals of the Initiative and Project.
- Ability to aid in conflict resolution in first and second languages. (These are not prerequisites)

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PHYSICAL DEMANDS

- The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform essential functions. While performing the duties of this job, the employee is regularly required to stand, walk, and drive. The employee is required to talk or hear. The employee must occasionally lift and/or move up to 25 pounds. Specific vision abilities required by this job include close vision. This job also requires moderate travel.

WORK ENVIRONMENT

- The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. The team environment is very collaborative with the expectation of cross project participation. The work environment is a tropical oasis on the beautiful coast of Togo and Benin.

Educational Preferences

A bachelor's in theological studies is preferred with an openness to continue on to a masters.

Age Vs. Experience

Teachability is key no matter the age.

Denominational Affiliation

Not important. The person will have to be assessed through Converge.

What skills are you looking for specifically?

- Leader of leaders
- Good communicator
- Strategic
- People oriented

Equipper or Doer?

Equipper but not above stepping into implementing and doing.

Attractional Vs. Missional

Both

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Budget Area Supervision

\$200,000 yearly and growing

Personal Characteristics Desired

- Humble
- Relational
- Confident
- Open and secure
- Fun

What would immediately disqualify someone?

- Lack of humility
- Desire to own role rather than steward it
- Unwilling to be open and vulnerable

Urgency

This is our number 1 hiring need. In the next 12 months would be ideal.

Other "Must Have" Skills

- Preaching
- Teaching

Other "Nice to Have" Skills

- Recruiting
- Vision

Finally...

The Togo Church Planting Project Leader is a humble go-getter who desires to see the Kingdom of God multiplied to the darkest areas in the World.

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Public Job Posting

Togo Church Planting Project Leader

6° Initiative

Togo

The 6° Initiative, based out of Orlando, Florida is looking for a person to lead the Togo Church Planting Project Leader in the country of Togo on the African Continent. As Project Leader, this person will lead in all areas of strategy and implementation for their respective project, oversee the staff, and collaborate with other Project Leaders in the Initiative. They are looking for a humble go-getter who desires to see the Kingdom of God multiplied to the darkest areas in the World.

What you'll be doing:

- Collaborating with the Initiative Leader in implementing and driving organizational vision and strategy within the Initiative and with the national leaders.
- Directly overseeing the Global Workers and National Leaders of Togo Church Planting to coach them to achieve team goals.
- Translating organizational strategy into actionable goals for performance and growth within Togo Church Planting - helping to implement project-wide goal setting, performance management, and quarterly operating planning.
- Overseeing project operations and Global Worker productivity, monitoring performance, and ensuring that team members thrive, and organizational outcomes are met.

Skills you'll need to have:

- Must believe in the vision of the 6° Initiative, live a life modeling a vibrant walk with Christ, and be in complete agreement with our Affirmation of Faith
- Ability to read, communicate and understand French at a B2 level (we will teach you / not a prerequisite)
- Good communicator
- Strategic
- People oriented

The team in Togo live around 40 minutes from Lome, the capital of Togo. This area is 20 minutes from the nearest grocery store and about 15-20 minutes from Aneho, where all of the ministry takes place. Most people on the team live in homes near Lake Togo or close to the coast. All of the homes feel like American homes, with a typical diet of American food.

