



Project Description

Project: Spiritual Formation Director

Project Time Commitment: 3 year minimum, ideally 4 years

Project Manager: Country Director

Project Summary:

Assess, develop, and implement a discipleship program for all program leaders and personnel in Cambodia, with the goal of training up a Cambodian staff member to continue the program long term.

Project Goals:

Throughout each segment of the following major milestones the following goals must be completed:

- Spend time within programs and with leaders to better understand AIM and the Khmer culture in regards to how it impacts spiritual formation, and previous involvement or lack of involvement.
- Assess spiritual formation practices within pillars and programs
- Assess impact on standardized spiritual formation practices, including but not limited to:
 - Schedules
 - Workload
 - Spiritual Maturity/Pulse of each program
 - Current practices (i.e., prayer, bible study, devotions)
 - Literacy of staff
 - Access to resources (bibles, etc.)
- Develop a spiritual formation program that will impact the lives of the AIM staff in Cambodia, and determine the number of personnel needed to create a spiritual formation team
- Build out a communication plan to keep leaders updated on the progress of the program development with the goal to increase buy-in and excitement of what's to come.
- Conduct training with directors and program leaders that inspire transformation.
- Develop a way to measure effectiveness and ensure consistency across programs. Make adjustments to the program as needed.
- Create and manage budget
- Mentor a Cambodian staff member to assume the role.
- Meet quarterly with Senior Director of HR for assessment of progress of program
- Meet regularly with your spiritual mentor for personal discipleship and to maintain health.
- Provide time for discipleship and mentoring
- Attend regular meetings with Project Manager for accountability and project assessment
- Follow all AIM Standards, Policies and Procedures

Education and Experience:

Bachelor Degree in Biblical Studies or Pastoral Leadership, or equivalent field experience

Experience in creating and leading spiritual formation programs for individuals and groups



Project Description

Experience in biblical counseling

Skills and Requirements:

- Heart to see individuals grow in Christ
- Relational
- Spiritual maturity
- Humility
- Discernment in addressing sensitive issues
- Ability to showcase care through all platforms of communication (email, in person, messaging, non-verbal)
- Cultural awareness, with a desire to grow in understanding
- Ability to learn Khmer
- Flexibility to adjust to the needs within each program
- Ability to build relationship with all level of roles within AIM

Essential Requirements: *(Characteristics, traits and abilities of those serving on this project)*

- Maintain a personal relationship with Jesus Christ and is a consistent witness of Jesus Christ
- Speak of Agape International Missions, our staff, our partners, participants in our programs, and other organizations with respect and honor across all communication platforms, faithfully praying for each
- Act as an Advocate for AIM and each individual AIM serves, understanding the problem, raising awareness of the need and how everyone can respond
- Maintain confidentiality
- Self-sufficiency to maintain spiritual, physical and emotional health while consistently working toward the vision of AIM as a whole and the department in particular
- Must come to AIM through Globe International or an approved sending organization