

**Title:** Pastoral Coach  
**Department:** Barnabas  
**Reports to:** Barnabas Team Director  
**Classification:** Full-time

**SUMMARY:** Frontiers is a Christian, faith-based non-profit working with churches to send their workers overseas. The Barnabas Team proactively serves field teams, alongside field leaders, helping them thrive in following Jesus and stay on task. A Pastoral Coach is assigned to each field worker and will come alongside them to encourage, pray for and otherwise respond to their requests regarding emotional, social, relational, and spiritual wellbeing. The Pastoral Coach utilizes a coaching model in their interaction with workers, communicating mainly thru email and online connections (i.e., Zoom) as they strive to develop and maintain ever deepening relationships.

**ESSENTIAL RESPONSIBILITIES:**

- Seek to develop and maintain active relationships with field workers and their teams.
- Read newsletters and email updates from selected Frontiers field workers to keep track of their status and general wellbeing.
- Establish a rhythm of prayer and spiritual support encouraging field workers to thrive in their relationship with Jesus.
- Initiate relationships with workers at every opportunity. Seek to be available for encouragement, coaching, counseling, and prayer.
- Raise 100% support to cover financial budget (i.e., salary, benefits, retirement, personal ministry related expenses)

**SKILLS/TRAITS:**

- Heart for missions, cross cultural workers, Muslims and pastoring others.
- Self-Starter, someone who naturally initiates relationships with others.
- Strong Relational and Interpersonal Skills.
- Esteemed for spiritual maturity, wisdom and understanding the mission experience.
- Spiritual Gifts: Encouragement/Exhortation, Pastor, Teacher.
- Well able to bring biblical truth to life application.
- Skilled at team building or group dynamics.
- Humility to express spiritual authority without being authoritative.
- Works diligently, managing own schedule, not requiring a lot of oversight to get the work done.
- Shows resourcefulness in getting the job done; is a problem solver.
- Seeks to understand the vision of the Barnabas Team Director and asks for counsel when prudent.
- Shows dependability, will follow through on assigned tasks and get the job done.
- Seen as an INSIDER who understands and can work within the Frontiers ethos and structure and is eager to respect the hierarchy of leadership.
- A track record of being sought by people for pastoring, especially by field workers.

**QUALIFICATIONS:**

- At least 5 years of missions experience either living overseas or extensive interaction with field workers.
- 2 years of Pastoral or Life Coaching experience preferred.
- Ability to travel and willing to raise funds as needed for coaching trips and IC.

Frontiers values the importance of life and work balance and offers flextime options. This job posting is a summary of the position. A full description will be provided during the recruiting process.

To apply, send a cover letter and resume to [hr@frontiersusa.org](mailto:hr@frontiersusa.org). No phone calls please. Because of the number of emails received, you may not receive an individual response.