



REGIONAL MANAGER JOB DESCRIPTION

The FPoA Regional Manager will be responsible to FPoA Corporate Management for the launching, management, and oversight of their assigned FPoA territories. Regional Managers will assist in the recruitment, hiring, training, performance, and ministry operations of the staff for their assigned region. The Regional Manager will coach, mentor, instruct, and consult their staff and report their performance to FPoA serving as a resource and liaison. Regional Managers will be responsible for casting vision, raising funds, and representing FPoA as called upon for their region. Regional Managers must be passionate about First Priority of America and its mission. Regional Managers report to and work cooperatively with and under the authority of First Priority of America, Inc.

QUALIFICATIONS

A Regional Manager will be:

- Passionate about local church student ministry
 - Have a genuine interest in the hopes and concerns of the youth in America
 - Prior effective ministry leadership
 - Evidence of an active and growing personal relationship with Christ
 - Active in a local church
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- Demonstrates knowledge and has prior experience in management, supervision, and project management.

- Has strong business, communication, and budgeting skills, as well as time-management and decision-making skills.
- Possesses excellent leadership skills with the ability to motivate people and resolve conflicts while complying with all organizational and HR policies and procedures.
- Listens well and communicates effectively with people of all ages and genders. They must be skilled in collaborative planning, and implementing ministry, be able to work well with others, able to delegate responsibility, and follow the job and task to completion.
- Sets goals and focuses on goal attainment, as well as a manager of time and resources to achieve set objectives.
- Be a person of integrity who maintains and keeps the utmost confidentiality of all sensitive areas of ministry information including personal and financial records, procedures, and contact databases.

RESPONSIBILITIES

- To ensure that the “FPoA Way” is followed and promoted within the assigned regions using FPoA-approved resources and materials along with following all FPoA processes, policies, guidelines, and reporting requirements.
- Works directly with FPoA corporate management in the recruitment, scheduling of meetings, and follow-up of potential donors to develop National and Regional support, as well as the implementation of fundraising tools to achieve financial goals and maintain strong donor relations.
- Evaluates progress toward goal attainment and will be responsible for terminating staff if the ministry goals, objectives and financial goals for the staff are not meeting satisfactory standards as required by FPoA. All of this will be in alignment with HR policies and procedures.

- Operates within an FPoA approved annual budget.
- Upon official employment with FPoA, the Regional Manager will be responsible for bringing in resources and relationships to FPoA corporate management. The purpose of these resources and relationships will be to assist FPoA's National efforts and to fund the Regional Team.
- Commits to assisting FPoA as needed in the accomplishment of its Mission.
- Casts vision and represents FPoA at civic organizations, ministerial associations, community events, speaking at churches and other such opportunities.

National Expectations

- Plans, promotes, and hosts the regions Annual Meeting per Traction guidelines.
- Attends the FPoA National Conference annually.
- Attends all required FPoA Staff Meetings, Board Meetings, and any other meetings or events as requested.

Regional Expectations

- Check in 2x a week with staff for the first 60 days after onboarding.
- Personally visit each assigned Region a minimum of 3 days per quarter.
- Host a Weekly Level 10 EOS video meeting with the Staff (1.5 hours weekly).
- Attend Level 10 EOS video meeting with corporate management.
- Meet quarterly with the Regional Advisory Board.

In the event that the Regional Manager's goals and objectives are not being met, FPoA has the right to terminate employment in line with HR policies and procedures.

I have read and fully agree to adhere to this job description to the best of my ability. I understand and agree to the terms and conditions of this agreement.

Signature:

Date: