

A photograph of two women in a professional setting. The woman on the right, with blonde hair and glasses, is smiling and looking at a document. The woman on the left, with long blonde hair, is wearing a green dress with white polka dots. The background features a wooden wall and a modern light fixture.

YOUR ROLE IN THE MOVEMENT

The Volunteer Program

As a Volunteer Leader, you are leading this movement in your city. You are a vital extension of our Global Advancement that focuses on growing a movement of champions who share this commitment to ending slavery in our lifetime. Partnering closely with our teams around the world, Global Advancement has three strategic approaches to fueling IJM's mission: mobilizing the body of Christ and people of good will to give generously, create policy change and catalyze prayer for the work. As the Volunteer Program expands around the country, we are already seeing a tremendous increase in our ability to fuel this mission. Your leadership will directly equip our global team to scale impact and rescue across Africa, Latin America, South and Southeast Asia.

More rescue becomes possible, more lives are restored through aftercare, global government actors begin to participate in system reform, and justice doesn't simply become possible—it becomes unstoppable. As a Volunteer Leader, you are a part of the global story of ending slavery.

As a Volunteer Leader, you will focus on three areas of impact: advocacy (Advocacy campaign, Advocacy Summit), prayer (Local Prayer Gatherings) and giving (Freedom Partner growth, fundraising initiatives).



GIVING

so we can end slavery
where it's happening
around the world



ADVOCACY

so we can take this
message to the highest
levels of power

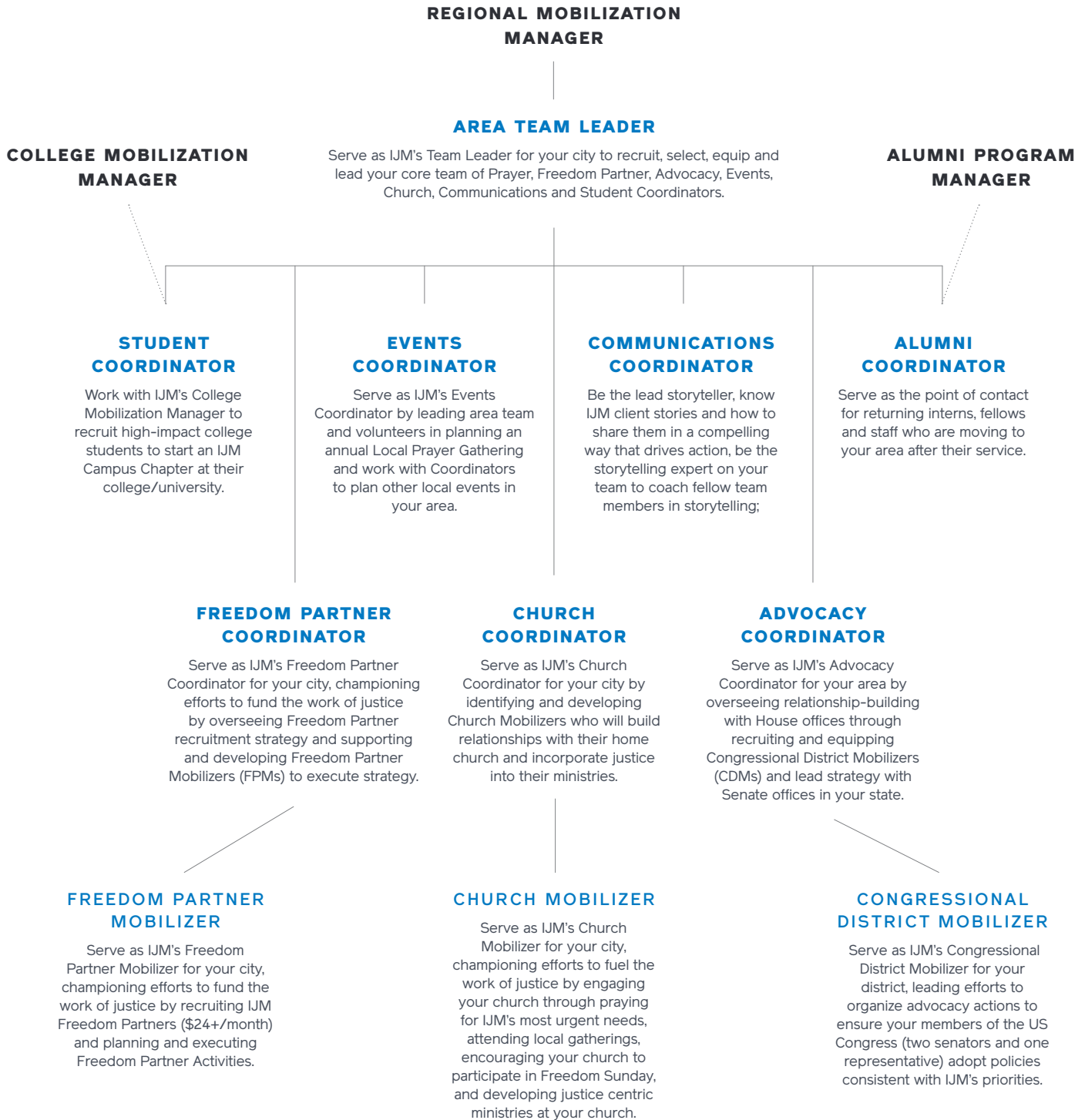


PRAYER

because we know we
cannot do this work
without God's help



Team Structure



Team Leader

As the Team Leader, you have the opportunity to serve God and people by leading a team of passionate, driven individuals to mobilize your city and bring an end to slavery in our lifetime.

Your team will play a vital role in fueling IJM's national goals to make this possible: mobilizing prayer support, raising the funds that make rescue possible, and strengthening US policy to combat slavery around the world. Your team's greatest contribution will be building and nurturing an effective, growing movement of individuals who are moved to act. As Team Leader, your greatest contribution will be to care for your team and empower them to lead at their highest capacity on behalf of the men, women, and children enslaved today.

With the support of your Regional Mobilization Manager, you will lead the development of a strategic plan for your city. You will hold responsibility for leading your high impact volunteer team as well as coaching and supporting them toward success. Your example and choices can create a team culture that points everyone toward Christ, exemplified through compassion for one another and unity in the work.

Around the world, we see the Church awakening to stand up and take its place as those who restore order and bring justice to the oppressed. In this role, you have the gift of serving and glorifying God to this outcome.

SUPERVISOR

Regional Mobilization Manager

DESCRIPTION

- Serve as IJM's Team Leader for your city to recruit, select, equip and lead your core team of Prayer, Freedom Partner, Advocacy, Events, Church, Communications and Student Coordinators;
- Lead selection and recruitment for volunteer team in coordination with IJM Regional Mobilization Manager;
- Serve as the primary point of contact with the IJM Regional Mobilization Manager, helping to pass along information to other volunteers in your region;
- Work in collaboration with your local team and IJM Regional Mobilization Manager to develop an annual plan that lays out strategies to achieve prayer, fundraising and advocacy goals;
- Plan to meet with your city team in person quarterly;
- Work with each Coordinator on your team to ensure team goals are achieved; and
- Commit to becoming a Freedom Partner, IJM's monthly giving program.

TIME COMMITMENT

- **Hours:** Approximately 3-5 hours per week.
- **Meetings:** Every 4-6 weeks you will meet with your local team leaders in person or digitally; check-in calls with national leaders, as scheduled; ongoing development and skills training.
- **Length of Expected Term:** Minimum commitment is 1 year.

SUCCESS WILL BE MEASURED BY

- Your overall execution of the strategic plan;
- Your ability to recruit and build a high performing volunteer team and pool;
- Consistency of check-ins and quality of coaching with your Coordinators; and
- Team culture & morale: does every leader on your team feel valued and empowered?

IJM WILL STRENGTHEN YOU BY

- Partnering with you to create an effective strategic plan for your city;
- Strengthening your leadership skills;
- Providing best practices on recruitment, selection and retention for your team;
- Resourcing you with the knowledge and coaching to speak, and train others to speak effectively about IJM's work and annual goals; and
- Providing ongoing webinars and training throughout the year.

Freedom Partner Coordinator

As the Freedom Partner Coordinator, you have the opportunity to serve God and people by inviting them to express their faith through generosity, fueling an end to slavery.

Your service—and leadership of the Freedom Partner Mobilizers in your community—is invaluable to ensuring rescue is possible for those enslaved around the world. It is also one of the primary ways we believe the Church can become synonymous with justice. God invites His people to give what they can—big or small—as a way to draw closer to Him. As we give, scripture tells us, we will be watered and blessed by God.

In your role, you have the opportunity to lead in educating others about biblical justice, giving the Church the opportunity to act and participate in what God is doing around the world. Your team will focus its efforts on growing the Freedom Partner community locally and building rich community among existing Freedom Partners in your city.

SUPERVISOR

Team Leader

DESCRIPTION

- Serve as IJM's Freedom Partner Coordinator for your city, championing efforts to fund the work of justice by overseeing Freedom Partner recruitment strategy and supporting and developing Freedom Partner Mobilizers (FPMs) to execute strategy;
- Build a team of FPMs by recruiting, conducting interviews, and onboarding all new FPMs;
- Be FPMs' point of contact for IJM relaying all new information and ensuring FPMs have the resources they need;
- Work in collaboration with your local team and Regional Mobilization Manager to develop an annual plan that lays out strategies to achieve prayer, fundraising and advocacy goals;
- Collaborate with Church Coordinator in overall Freedom Sunday strategy and execution;
- Ensure all FPMs are equipped to speak confidently about the Freedom Partner program and IJM;
- Prepare and coach FPMs in preparing short presentations to share about IJM's work and invite participants to become Freedom Partners;
- Plan to meet with your city team in person quarterly;
- Participate in the recruitment, selection, and leading of other high-impact leaders in your community; and
- Commit to becoming a Freedom Partner, IJM's monthly giving program.

TIME COMMITMENT

- **Hours:** Approximately 2-3 hours per week.
- **Meetings:** Every 4-6 weeks you will meet with your local team leaders in person or digitally; check-in calls with national leaders, as scheduled; and ongoing development and skills training.
- **Length of Expected Term:** Minimum commitment is 1 year.

SUCCESS WILL BE MEASURED BY

- Recruitment and development of Freedom Partner Mobilizers;
- Meeting your annual Freedom Partner recruitment goal;
- Meeting your annual Freedom Sunday church recruitment goal; and
- The quality of new local contacts you make.

IJM WILL STRENGTHEN YOU BY

- Equipping you to lead your team effectively;
- Resourcing you with the knowledge and coaching to speak, and train others to speak, effectively about IJM's work, the foundation of biblical justice, and the spirituality of generosity; and
- Ongoing webinars and training throughout the year.

Church Coordinator

As the Church Coordinator, you have the opportunity to serve God and people by inviting the local church in your region to take lead, as active participants and God's people, in bringing an end to slavery.

Your role, and your leadership of Church Mobilizers in your community, is an opportunity to allow God to invite His Church to play their part in the justice movement. Isaiah tells us that we, God's people, are His plan for loosening the chains of injustice and setting the captives free. What if the Church was synonymous with justice for the poor?

In your role, you have the opportunity to take the lead in inviting local congregations in your area to take steps toward sending rescue, through opportunities like Freedom Sunday.

SUPERVISOR

Team Leader

DESCRIPTION

- Serve as IJM's Church Coordinator for your city, building unity across denominational lines of believers who believe in God's heart for justice;
- Build relationships with local church groups who seek to incorporate justice into their ministries;
- Identify and develop Church Mobilizers—a point person in their church – to pray for IJM's most urgent needs, attend local gatherings, and encourage their church to develop justice centric ministries at their church;
- Support Team Leader in strategizing ways to incorporate spiritual disciplines into local leadership team's growth;
- Collaborate with your local team and Regional Mobilization Manager to develop an annual strategy plan to achieve prayer, fundraising, and advocacy goals;
- Participate in the recruitment, selection, and leading of other high impact leaders in your city; and
- Commit to becoming a Freedom Partner, IJM's monthly giving program.

TIME COMMITMENT

- **Hours:** Approximately 2-3 hours per week.
- **Meetings:** Every 4-6 weeks you will meet with your local team leaders in person or digitally; check-in calls with national leaders, as scheduled; ongoing development and skills training.
- **Length of Expected Term:** Minimum commitment is 1 year.

SUCCESS WILL BE MEASURED BY

- Recruiting, developing, and coaching your team of Church Mobilizers;
- Meeting your team's annual Freedom Sunday goals; and
- The number of quality church connections you establish in your area.

IJM WILL STRENGTHEN YOU BY

- Providing spiritual formation resources;
- Equipping you to share the story of IJM effectively;
- Resourcing you with the knowledge and coaching to speak, and train others to speak, effectively about IJM's work, the foundation of biblical justice, and the spirituality of generosity;
- Ongoing webinars and training throughout the year; and
- Coaching and development from your Team Leader.

Advocacy Coordinator

As the Advocacy Coordinator, you have the opportunity to serve God and people by inspiring those in your community to speak to Congress, bringing an end to slavery.

You have the opportunity to lead and mobilize a movement of grassroots advocates across your region. Your team of Congressional District Mobilizers will inspire others to use their voices in a new way and build trusted partnerships with elected officials, inviting new audiences to play their part by helping to shape policy. Advocacy has the power to create unprecedented opportunities to provide rescue and tremendous support for anti-slavery efforts.

Scripture tells us to defend the rights of the poor and the needy. As you take this message to our leaders in power and places of influence, this is the work you are doing.

SUPERVISOR

Team Leader

DESCRIPTION

- Serve as IJM's Advocacy Coordinator for your area by overseeing relationship building with House offices through recruiting and equipping Congressional District Mobilizers (CDMs) and lead strategy with Senate offices in your state;
- Recruit, select and lead a local network of CDMs in your area;
- Equip your CDMs to organize advocacy actions in their district (ex: in-district meetings, call-in days, petitions, postcards, etc.);
- Collaborate with your local team and Regional Mobilization Manager to develop an annual plan that lays out strategies to achieve prayer, fundraising and advocacy goals;
- Plan to meet with your city team in person quarterly;
- Participate in the recruitment, selection, and leading of other high-impact leaders in your community; and
- Commit to becoming a Freedom Partner, IJM's monthly giving program.

TIME COMMITMENT

- **Hours:** Approximately 2-3 hours per week.
- **Meetings:** Every 4-6 weeks you will meet with your local team leaders in person or digitally; quarterly check-in with national leaders; biannual development and skills training.
- **Length of Expected Term:** Minimum commitment is 1 year.

SUCCESS WILL BE MEASURED BY

- Meeting your goal for recruiting and developing Congressional District Mobilizers in your area;
- Meeting your goal for Advocacy Summit recruitment; and
- Securing support from your elected officials around the year's advocacy goals.

IJM WILL STRENGTHEN YOU BY

- Free admission to attend a leadership training with IJM;
- Equipping you to lead your team effectively;
- Training on advocacy best practices (e.g. power mapping, hosting in-district meetings, leading a local campaign); and
- Resourcing you with the knowledge and coaching to lead and train others effectively on IJM's advocacy campaigns.

Student Coordinator

As the Student Coordinator, you have the opportunity to serve God and people by awakening the movement of thriving campus chapters across your region to end slavery.

The most significant movements throughout history began with a small group of committed individuals who believed in a better way. In your role, you are investing in the next generation of leaders for this movement.

Through your coaching and guiding, you will invite these emerging leaders to use their time, talent, and energy to end slavery in our lifetime.

SUPERVISOR

Team Leader and IJM College Mobilization Manager

DESCRIPTION

- Work with IJM's College Mobilization Manager to recruit high-impact college students to start an IJM Campus Chapter at their college/university. Help manage the application, interview and reference check process;
- Coach existing IJM Chapter Presidents in your area. These are monthly coaching calls to discuss strategy, set goals, share updates from IJM HQ, and be a source of encouragement to them;
- Work in collaboration with your local team to advance fundraising, prayer, and advocacy initiatives in your area;
- Plan to meet with your city team in person quarterly; and
- Commit to becoming a Freedom Partner, IJM's monthly giving program.

TIME COMMITMENT

- **Hours:** Approximately 2-3 hours per week.
- **Meetings:** Every 4-6 weeks you will meet with your local team leaders in person or digitally;
- check-in calls with national leaders, as scheduled; ongoing development and skills training.
- **Check-in:** Every month, you will have a 30-minute coaching call with the IJM College Mobilization Manager to discuss updates and strategy for student engagement in your area.
- **Length of Expected Term:** Minimum commitment is 1 year.

SUCCESS WILL BE MEASURED BY

- Meeting your annual college/university chapter goals;
- Coaching and development of existing IJM Chapter Presidents; and
- Level of student engagement around area events like your team's Local Prayer Gathering.

IJM WILL STRENGTHEN YOU BY

- Equipping you to lead your team effectively;
- Resourcing you with the knowledge and coaching to speak, and train others to speak, effectively about IJM's work, the foundation of biblical justice, and the spirituality of generosity;
- Ongoing webinars and training throughout the year; and
- Coaching and development from IJM College Mobilization Manager.

Events Coordinator

As the Events Coordinator, you have the opportunity to serve God and people by creating meaningful and memorable experiences for people to encounter God and His heart to end slavery.

Events, and the relationships built through them, are one of the most significant ways this movement to end slavery will grow. Experience is everything, and we want to create high impact experiences that move people to action, on behalf of those we serve. Hebrews tells us that it's impossible to please God without drawing near to Him in faith.

Your leadership, vision, skillset, and attention to detail will elevate your team's success and through events like the Local Prayer Gatherings, will draw your community into places of greater dependence and faith in God. This is His great pleasure and it is what you have the opportunity to lead in your city.

SUPERVISOR

Team Leader

DESCRIPTION

- Serve as IJM's Events Coordinator for your city to catalyze prayer support in your city by working with IJM to increase the number of people praying for IJM's work;
- Lead city team and volunteers in planning an annual Local Prayer Gathering in your community;
- Collaborate with other Coordinators on events and gatherings in your area;
- Work in collaboration with your local team and Regional Mobilization Manager to develop an annual plan that lays out strategies to achieve prayer, funding and advocacy goals;
- Plan to meet with your area team in person quarterly;
- Participate in the recruitment, selection, and leading of other high-impact leaders in your community; and
- Commit to becoming a Freedom Partner, IJM's monthly giving program.

TIME COMMITMENT

- **Hours:** Approximately 2-3 hours per week.
- **Meetings:** Every 4-6 weeks you will meet with your local team leaders in person or digitally; check-in calls with national leaders, as scheduled; ongoing development and skills training.
- **Length of Expected Term:** Minimum commitment is 1 year.

SUCCESS WILL BE MEASURED BY

- Organizing and executing your area's Local Prayer Gathering;
- Meeting your annual Local Prayer Gathering goals; and
- The quality of new local contacts you make who join IJM's local volunteer team.

IJM WILL STRENGTHEN YOU BY

- Equipping you to lead your team effectively with Local Prayer Gathering resources and training;
- Resourcing you with the knowledge and coaching to speak, and train others to speak, effectively about IJM's work, the foundation of biblical justice, and the spirituality of generosity;
- Ongoing webinars and training throughout the year; and
- Coaching and development from your Team Leader.

Communications Coordinator

As the Communications Coordinator, you have the opportunity to serve God and people by telling the story of His heart for justice. Through storytelling and compelling marketing, you will help facilitate shattering moments that draw people to action.

Your leadership will help carry the message of justice for the poor forth to those who can join us in bringing an end to slavery. You will effectively raise awareness for your team's efforts and draw new support to this fight in your area by working with local media, representing IJM to local contacts, and equipping your region to tell effective stories.

SUPERVISOR

Team Leader

DESCRIPTION

- Be the lead storyteller, know IJM client stories and how to share them in a compelling way that drives action, be the storytelling expert on your team to coach fellow team members in storytelling;
- Partner with Coordinators in preparation for their sprint cycles and come up with communications plans to assist in achieving sprint goals;
- Build up local media muscle, including creating media list (newspaper, radio), setting Google alerts for your region, and seeking out additional media opportunities for IJM;
- Be the team gatekeeper for incoming volunteer prospects and new supporters, build and manage pipeline of volunteer prospects, manage intake of local supporters and contacts to plug them in to relevant areas of engagement;
- Build and manage local contact database through OneDrive;
- Own local communication and be the primary communicator with IJM regional email address;
- Set goals in partnership with Team Leader on national and/or international campaigns or events that aren't a sprint cycle focus (i.e. Liberate), and lead team in achieving those goals;
- Send IJM HQ monthly updates on inspiring movement moments from your volunteer team and region that can be shared nationally and globally; and
- Commit to becoming a Freedom Partner, IJM's monthly giving program.

TIME COMMITMENT

- **Hours:** Approximately 2-3 hours per week.
- **Meetings:** every 4-6 weeks you will meet with your local team leaders in person or digitally; quarterly check-in with national leaders; biannual development and skills training.
- **Length of Expected Term:** Minimum commitment is 1 year.

SUCCESS WILL BE MEASURED BY

- Demonstrating storytelling capabilities through speaking at local gatherings and training your team to share IJM's story;
- Management of incoming volunteer prospects and new supports to lead to new applications and onboarding of team members; and
- The consistency and quality of IJM communication to your region.

IJM WILL STRENGTHEN YOU BY

- Equipping you to share the story of IJM effectively;
- Resourcing you with the knowledge and coaching to speak, and train others to speak, effectively about IJM's work, the foundation of biblical justice, and the spirituality of generosity;
- Ongoing webinars and training throughout the year; and
- Coaching and development from your Team Leader

IJM Alumni Coordinator

As the IJM Alumni Coordinator, you have the opportunity to serve God and people by creating meaningful and memorable experiences for people to encounter God and His heart to end slavery.

People are one of the greatest gifts God gives us in this work, and you have the privilege of caring for and stewarding IJM's Alumni. Your leadership, as the IJM Alumni Coordinator, allows you to celebrate their contribution to IJM's global work and invite them into local efforts on behalf of those they've served.

You will create a safe environment for Alumni as they transition from their IJM internship or fellowship, building trusted relationships and identifying meaningful opportunities for their continued involvement with your team.

SUPERVISOR

Team Leader and Alumni Program Manager

DESCRIPTION

- Serve as the point of contact for returning interns, fellows and staff who are moving to your area after their service;
- Serve as the primary point of contact with IJM's Alumni Program Manager, ensuring newly returning alumni are contacted within the month of their arrival;
- Organize biannual alumni gatherings to foster alumni community, networking, support and encouragement;
- Work with your team to integrate alumni into all events, initiatives and goals;
- Collaborate with your local team and IJM RMM to develop an annual plan that lays out strategies to achieve prayer, fundraising and advocacy goals;
- Where appropriate plan to meet with your city team in person quarterly; and
- Work with each team lead to ensure team goals are achieved.

TIME COMMITMENT

- **Hours:** Approximately 2-3 hours per week.
- **Meetings:** 30-minute call with IJM Alumni Program Manager every month, or as needed; mid-year and end of year review and debrief with IJM Alumni Program Manager.
- **Length of Expected Term:** Minimum commitment is 1 year.

SUCCESS WILL BE MEASURED BY

- Meeting your goal of local Alumni Gatherings executed; and
- Quality of support and # of Alumni you engaged with as they returned from their internship or fellowship.

IJM WILL STRENGTHEN YOU BY

- Empowering you to serve as your regional Point-of-contact for all IJM Alumni; and
- Resourcing you with the knowledge and insight to effectively mobilize Alumni to continue their journey with IJM.

Freedom Partner Mobilizer

As a Freedom Partner Mobilizer you have the opportunity to serve God and people by inviting them to express their faith through generosity, fueling an end to slavery.

Your service in your community is invaluable to ensuring rescue is possible for those enslaved around the world. It is also one of the primary ways we believe the Church can become synonymous with justice. God invites His people to give what they can—big or small—to draw closer to Him. As we give, scripture tells us, we will be watered and blessed by God.

In your role, you will educate others about biblical justice, giving the Church the opportunity to act and participate in what God is doing around the world. Your team will focus its efforts on growing the Freedom Partner community locally and building rich community among existing Freedom Partners in your city.

SUPERVISOR

Freedom Partner Coordinator

DESCRIPTION

- Serve as IJM's Freedom Partner Mobilizer for your city, championing efforts to fund the work of justice by recruiting IJM Freedom Partners (\$24+/month) and planning and executing Freedom Partner activities;
- Teach your church representatives about IJM's Freedom Partner program;
- Represent IJM at a Freedom Sunday in your area;
- Secure three opportunities to invite people to partner with IJM as Freedom Partners throughout the calendar year (ex: house parties, lunch and learn, small groups);
- Articulate IJM's mission and client stories in a compelling way;
- Work in collaboration with your local team and Freedom Partner Coordinator to develop an annual plan that lays out strategies to achieve prayer, fundraising, and advocacy goals;
- Plan to meet with your city team in person quarterly;
- Participate in the recruitment of other high-impact leaders in your community;
- Educate the local community about modern day slavery and other forms of violent oppression, the biblical call to justice, and call them all to action; and
- Commit to becoming a Freedom Partner, IJM's monthly giving program.

TIME COMMITMENT

- **Hours:** Approximately 1-2 hours per week.
- **Meetings:** Every 4-6 weeks you will meet with your local team leaders in person or digitally; check-in calls with national leaders, as scheduled; ongoing development and skills training.
- **Length of Expected Term:** Minimum commitment is 1 year.

SUCCESS WILL BE MEASURED BY

- Securing three opportunities to invite people to partner with IJM as Freedom Partners;
- Meeting your team's annual Freedom Partner recruitment goal;
- Meeting your annual Freedom Sunday church recruitment goal; and
- The quality of new local contacts you make.

IJM WILL STRENGTHEN YOU BY

- Equipping you to share the story of IJM effectively;
- Resourcing you with the knowledge and coaching to speak, and train others to speak, effectively about IJM's work, the foundation of biblical justice, and the spirituality of generosity;
- Ongoing webinars and training throughout the year; and
- Coaching from your Freedom Partner Coordinator.

Church Mobilizer

As the Church Mobilizer you have the opportunity to serve God and people by inviting the local church in your region to take lead, as active participants and God's people, in bringing an end to slavery.

You have the opportunity to invite the Church to play their part in this movement. Isaiah tells us that we, God's people, are His plan for loosening the chains of injustice and setting the captives free. What if the Church was synonymous with justice for the poor?

In your role, you have the opportunity to lead in serving as your church's leader in your city to join in efforts like Freedom Sunday.

SUPERVISOR

Church Coordinator

DESCRIPTION

- Serve as IJM's Church Mobilizer for your city, championing efforts to fund the work of justice by bringing your church closer to IJM's work;
- Build community within your church to engage through praying for IJM's most urgent needs, attending local gatherings, encouraging your church to participate in Freedom Sunday, and developing justice centric ministries at your church;
- Work in collaboration with your local team and Church Coordinator to develop an annual plan that lays out strategies to achieve prayer, fundraising, and advocacy goals;
- Plan to meet with your city team in person quarterly;
- Commit to becoming a Freedom Partner, IJM's monthly giving program.

TIME COMMITMENT

- **Hours:** : Approximately 1-2 hours per week.
- **Meetings:** Every 4-6 weeks you will meet with your local team leaders in person or digitally; check-in calls with national leaders, as scheduled; ongoing development and skills training.
- **Length of Expected Term:** Minimum commitment is 1 year.

SUCCESS WILL BE MEASURED BY

- Strengthening your church's connection with IJM;
- Meeting your team's annual Freedom Partner recruitment goal;
- Meeting your annual Freedom Sunday church recruitment goal; and
- The quality of new local contacts you make.

IJM WILL STRENGTHEN YOU BY

- Providing spiritual formation resources;
- Equipping you to share the story of IJM effectively;
- Resourcing you with the knowledge and coaching to speak, and train others to speak, effectively about IJM's work, the foundation of biblical justice, and the spirituality of generosity;
- Ongoing webinars and training throughout the year; and
- Coaching and development from your Church Coordinator.

Congressional District Mobilizer

As a Congressional District Mobilizer, you have the opportunity to serve God and people by inspiring those in your community to speak to Congress, bringing an end to slavery.

You have the opportunity to lead and mobilize a strong movement of grassroots advocacy in your Congressional District. As a Congressional District Mobilizer you will use your voice to build trusted partnerships with elected officials and invite your district to play their part by helping to shape policy. Advocacy has the power to create unprecedented opportunities to provide rescue and tremendous support for anti-slavery efforts.

Scripture tells us to defend the rights of the poor and the needy. As you take this message to our leaders in power and places of influence, this is the work you are doing.

SUPERVISOR

Advocacy Coordinator

DESCRIPTION

- Serve as IJM's Congressional District Mobilizer for your district, leading efforts to organize advocacy actions (ex: in-district meetings, call-in days, petitions, postcards, etc.);
- Ensure that your members of the US Congress (two senators and one representative) adopt policies consistent with IJM's priorities;
- Collaborate with your local team and Advocacy Coordinator to develop an annual plan that lays out strategies to achieve prayer, fundraising, and advocacy goals;
- Plan to meet with your city team in person quarterly; and
- Commit to becoming a Freedom Partner, IJM's monthly giving program.

TIME COMMITMENT

- **Hours:** Approximately 1-2 hours per week.
- **Meetings:** Every 4-6 weeks you will meet with your local team leaders in person or digitally; check-in calls with national leaders, as scheduled; ongoing development and skills training.
- **Length of Expected Term:** Minimum commitment is 1 year.

SUCCESS WILL BE MEASURED BY

- Meeting your goal for advocacy actions in your Congressional District;
- Working with your team to meet your goal for Advocacy Summit recruitment; and
- Support secured from your elected officials around the year's advocacy goals.

IJM WILL STRENGTHEN YOU BY

- Equipping and training on advocacy best practices (e.g. power mapping, hosting in-district meetings, leading a local campaign);
- Resourcing you with the knowledge and coaching to lead, and train others effectively, on IJM's advocacy campaigns;
- Providing you a copy of IJM's Advocate's Handbook to equip you with tools and tips to lead a campaign in your district; and
- Coaching and development from your Advocacy Coordinator.



WHAT WE BELIEVE

Core Values

WE ARE **PROFESSIONAL.**

We pursue excellence, because the people we serve deserve our best.

WE ARE **BRIDGE BUILDERS.**

We're passionate about learning from our partners and we rally others to the fight. We believe that strong relationships form the backbone of a powerful movement. We find common ground with all people of good will across cultures, religions, social backgrounds, experiences, and passions.

WE ARE **DRIVEN TOWARD RESULTS.**

We believe that our work is about more than building awareness—it is about creating measurable, lasting change that directly impacts the victims of violence in our world.

WE ARE LEADERS **DEVELOPING LEADERS.**

We seek to develop leaders who empower others to engage the movement.

WE ARE **COMMITTED.**

We value dedication to the long fight to bring justice to victims of violence. We persevere in the face of obstacles and setbacks.

WE SOLVE PROBLEMS WITH **CREATIVITY.**

We value creativity and operate with a solution-oriented mindset that focuses on adapting to changing circumstances and solving problems.

WE LEAD WITH **UNITY.**

We work to develop healthy, effective teams and care for one another through the process.

WE ARE **ROOTED IN THE SPIRIT.**

We value the Christian community that gives us the strength and energy to undertake this work. We recognize God's provision in times of success and work to glorify Him through our hard work. In times of failure, we rest in the knowledge that God's justice will prevail in His time.

Biblical Foundation

We learn from Scripture that in a fallen world of violent oppression, God has compassion on those who suffer evil and injustice; He sees them and hears their cry. Accordingly, God has sent his son Jesus Christ to bring good news to the poor, to proclaim release to the captives, to let the oppressed go free, and to proclaim the year of the Lord's favor. Likewise, God has sent the disciples of his Son to be salt and light in the midst of this world's darkness and corruption in order that they might preach the Good News of salvation in Christ and demonstrate, in word and deed, God's love and mercy toward those who suffer.

We learn that a visible measure of Christian faith is the sacrificial love extended to those in need. While the earth awaits its final redemption in Christ, faithful men and women of God will obey His call to preach the Gospel, to seek justice, to reprove the ruthless, to plead for the weak, to remember the ill-treated and the afflicted and to deliver them, to speak for the voiceless and defend the rights of the afflicted, to loosen the bonds of wickedness, and to let the oppressed go free.

HE HAS SHOWN YOU, O MORTAL, WHAT IS GOOD.
AND WHAT DOES THE LORD REQUIRE OF YOU?
TO **ACT JUSTLY** AND TO **LOVE MERCY** AND
TO **WALK HUMBLY** WITH YOUR GOD.

Micah 6:8

