

Source Director of Anti-Trafficking

Source MN is seeking someone who desires to work for a Christian ministry and desires to implement Source's vision and mission - who will model and champion the Source holistic DNA of Opportunity (providing practical physical needs) and Hope (understanding of God's love and forgiveness and spiritual formation) and have this overall philosophy.

Responsibilities included but are not limited to the following:

Skills desired:

Enjoys working with people, previous management experience, good communication skills including skills to work through conflict resolution, administration, organization, a general understanding of finance is able to set up systems and maintain. Good at details and yet flexible. Strategic, servant-hearted, and team player, someone who prays regularly for the organization, the mission and the operations they are overseeing. Computer skills needed: Microsoft, Google workspace (G Suite), online and computer aps (for staffing, management, security, social media etc.)

The AT Director is the spokesperson for this Department of Source. Skills needed are: Public speaking, and a comfort level of sharing a passion for helping victims. This may also include her speaking about her own past testimony in public.

Responsibilities and Duties:

The AT Director will lead, develop and oversee AT programs, staff, volunteers and activities. How she spends time will be guided by the objectives, size of team of staff/volunteers and development of funds and program. She will work under the direction of the Executive Director establishing priorities, timelines and goals for each month and season including development of programs and staff.

We currently see the Director as "rebooting" the Source Anti-Trafficking program. Initially, she will be leading some current ongoing aspects of the program, re-establish some past rhythms and then implement and lead new initiatives to enhance the program.

The Anti-Trafficking objectives will always have an emphasis on outreach along with on-going support (transitional homes). Some ideas and objectives will practically need to be implemented further down the road based on resources and staff size.

The AT Objectives (Source AT Mission, Vision and Objectives Document)

Objective #1- Outreach

- To make contact and gain trust with victims to be a
 - A) Voice B) Advocate C) Empower

Objective #2 Transitional Homes

Objective #3 After Care & On-Going Support

Objective #4 Recovery Resource and Trans Home Network

Objective #5 Equip Community and Congregations

Objective #6 Awareness & Educate

Oversee Anti-Trafficking Program

- Develop and oversee the Anti-Trafficking Program within Source
- Provides training to staff and volunteers for program
- Recruit, oversee and lead outreach teams of staff and volunteers
- Recovery Resources and Transitional Homes
 - Program Overseer- possesses schedules and ensures objectives are met each week
 - Provides Life Skills (LS) Program Manual and oversees
 - Director to oversee Case Worker(s)
 - Assigns appropriate residential volunteer to resident with associated duties and keeps accountable
 - Schedules and ensures facility maintenance and cleaning
- Host monthly Prayer Breakfast/Awareness for volunteers and supporters
- Organizes seminars and awareness events
- Fundraising and Networking with Churches

Manage Employees and Volunteers

- Define and Develop volunteer and staff roles for the Anti-Trafficking Program
- Oversee Job expectations, reviews, time sheets, entrance and exiting
- Be a part of the hiring team for Staff
- Staff scheduling, managing vacation/PTO (confronting no-shows and being late) (connect team tools)
- Orientations, and oversee trainings
- Keep Staff and volunteers accountable and encouraged for their roles and responsibilities, assisting them with goal setting
- Celebrate the victories with staff and volunteers and mourn the losses but help people to get back on the saddle and try again (perseverance)

General

- Assist with Programs if needed
- Involved with the leadership team of Source and strategy for the organization
- Pray regularly for Source, the mission and operations of Source, Staff and Volunteers
- Participate in at least 1 prayer time with the Source team a week
- Attending and involved with our Annual Fundraisers (Golf Tournament, Fiscal Year End, Fall Gathering and Annual Year End)
- Be involved in Staff Community and Development times: Christmas Party, Staff Retreat, Conference, Times of Worship, Annual Family Picnic, Special times of Prayer and Worship etc.
- Have 2-3 people outside of Source praying for you and Source on a regular basis