



## JOIN OUR TEAM

### Area Program Coordinator

Full-Time • Field Ministry Staff • Bastrop, TX

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You have spent years investing in people through relational ministry. You know how to develop a volunteer leader, how to walk with someone through a hard season, and how to stay present in a community long after the excitement wears off. You find the slow work meaningful. You are not looking for a platform — you are looking for a place where the formation you carry actually multiplies.

Feed the Need Missions has been showing up every week since 2010 — same place, same time, free meal, no strings attached. In small towns and underserved communities across Central Texas, we set up a grill, cook burgers, and build the kind of consistent relationships that most outreach efforts never stay around long enough to create. Guests become volunteers. Volunteers get formed. People find their way back into the life of the local church. Communities that would never walk through a church door begin to change from the inside out. Over 2 million meals served. 32,000+ one-on-one gospel conversations. Fifteen years of showing up.

We are looking for a leader of leaders to carry this work on the ground — someone who understands that the most important thing they can do is develop the people around them. Not someone who runs the ministry. Someone who builds the people who do.

## THE ROLE

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The Area Program Coordinator is a field-based ministry leadership position responsible for the health, growth, and sustainability of four weekly sites in an assigned region. It is a role for someone who loves people, moves toward hard things, and finds meaning in the slow, faithful work of building disciple-making community.

You will invest in site leaders, build and strengthen the Area Missions Council, cultivate church and business partnerships, and help raise the area budget that funds everything. Alongside that, you will ensure each site operates with excellence — spiritually, relationally, and operationally. You report to the Program Director and work in close partnership with the Area Missions Council.

The spiritual formation and discipleship that happens at each site — in volunteers, guests, council members, and community partners alike — flows through you. Everything you do is building people who carry the mission forward.

## WHAT YOU WILL DO

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This role has four primary areas of responsibility.

### 1. **Spiritual Formation** — Following Jesus

You are the culture carrier. The spiritual health of every site, every volunteer team, and every council relationship flows through you. You are present, invested, and living the mission you are asking others to carry.

- Maintain a healthy, active walk with the Lord — everything else in this role flows from here
- Share the gospel naturally and relationally with guests at the sites, and model this for your team
- Protect the integrity of Table Talk, relational evangelism, and debrief at each site
- Shepherd site leaders and council members through encouragement, honesty, and accountability
- Live out the mission visibly and consistently — not just describe it

## 2. Leadership Development — Developing people

Your most important job is to develop leaders at every level of the ministry — site coordinators, council members, church partners, and community advocates.

- Create a culture of ownership, generosity, and gospel investment in everyone around you — this is the foundation everything else is built on
- Build and strengthen the Area Missions Council and develop the leaders within it
- Recruit, train, and invest in volunteer Site Coordinators for four active weekly sites
- Cultivate church and business partnerships that deepen community engagement and support the mission
- Build leadership pipelines for site growth and ministry expansion

## 3. Resource Development — Fueling the ministry

Sustainable ministry requires sustainable funding. You are an active participant in raising the area budget that funds four sites, including your own role. Fundraising is not separate from ministry here — it is an extension of the same relational work.

- Steward area resources with integrity — this is a character commitment before it is an operational one
- Participate in personal support development — approximately 20% of your compensation package — cultivating a personal team of ministry partners
- Work with the Area Missions Council on area-level fundraising strategy and execution
- Build relationships with individual donors, churches, and businesses who invest in the mission
- Help lead fundraising events including the annual banquet, community initiatives, and other area campaigns

## 4. Ministry Operations — Taking care of business

The ministry is mobile. You need to be comfortable with the physical and logistical reality of running field operations, and willing to fill whatever gap needs filling.

- Ensure each site operates with consistency and excellence: setup, teardown, staffing, and serving standards
- Monitor site health indicators and identify problems early — bring solutions, not just reports
- Work alongside the Equipment Coordinator on trailer and gear readiness across your sites
- Support disaster response deployments and seasonal initiatives like Gobble Kits
- Fill any gap that needs filling — cooking, greeting, praying, whatever the site needs that night

## FAITH AND CALLING

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Feed the Need Missions is a faith-based ministry. Everything we do is rooted in the gospel and driven by a conviction that Jesus is the answer to the deepest needs of every person we serve. We are not looking for someone to manage ministry from the outside. We are looking for someone who is living it.

- You are a follower of Jesus Christ and your faith is active, not passive
- You are in full agreement with the Feed the Need Missions Statement of Faith
- You believe that sharing the gospel is not optional — it is the reason we show up
- You are committed to the local church and believe it is God's primary vehicle for making disciples
- You understand that your character and spiritual health matter as much as your competency in this role

## WHO WE ARE LOOKING FOR

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More than a skill set, we are looking for a specific kind of person. If you have been formed through relational ministry — campus work, adolescent outreach, community presence, church planting, or something similar — you will recognize what we are describing. Here is who thrives in this role:

### **You are a leader of leaders, not a leader of tasks.**

You find it more satisfying to watch someone else step into leadership than to lead everything yourself. Your instinct when something needs to happen is to develop the person who can do it, not to do it for them.

### **You have been genuinely formed through relational ministry.**

You know the difference between running programs and forming people. You have walked alongside someone over months and years, and that experience has shaped how you lead, listen, and develop others. You are not looking for a classroom — you are looking for a field.

### **You move toward people, not away from complexity.**

When relationships are hard, you stay. When a volunteer is struggling, you call. When a site is losing momentum, your first thought is about the people involved, not the operational problem. You understand that the health of the ministry is always a reflection of the health of the relationships within it.

### **You are operationally capable and self-directed.**

You can assess a site, identify what needs to happen, and make it happen. You can tow a trailer, manage logistics, write a clear debrief after a site visit, and keep multiple active relationships moving simultaneously. You do not need to be managed closely to do good work.

### **You are comfortable asking people to invest.**

You can talk honestly about the mission, invite people into it financially, and help others develop the same capacity. If you have been through support development with a prior organization, you already understand this. If you have not, you are genuinely willing to learn.

## QUALIFICATIONS

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### **Required:**

- An active, growing, healthy walk with the Lord — this is the foundation, not a checkbox
- Full alignment with the Feed the Need Missions Statement of Faith
- Demonstrated experience as a leader of leaders in a relational ministry context — campus work, adolescent ministry, community-based outreach, church planting, or equivalent
- Proven ability to recruit, develop, and retain volunteer leaders over time
- Experience with or genuine openness to personal support development and donor relationship building
- Strong interpersonal and communication skills — written and verbal
- Ability to tow and operate a ministry trailer
- Working knowledge of basic field systems: closed water systems, 12V electrical, grill operation and safety
- Willingness to work evenings and weekends as the ministry requires

### **Preferred:**

- Experience overseeing multiple sites, areas, or teams simultaneously
- Background in fundraising, event-based campaigns, or area budget development
- Experience developing or working with a volunteer advisory council or committee
- Background in disaster relief or crisis response
- Familiarity with evangelical church networks, church planting culture, or SBC ministry in Texas

## COMPENSATION AND BENEFITS

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**Position Type:** Full-time, salaried field ministry staff

**Salary Range:** \$45,000–\$60,000 annually, based on experience

**Support Component:** Approximately 20% of compensation package raised through personal ministry partner development. Feed the Need Missions provides training and coaching to help you build your support team.

**Health Benefits:** Health benefits stipend provided. Details shared during the interview process.

**Travel:** Mileage reimbursement for area travel and site visits

**Development:** Ongoing coaching, training, and personal investment in your growth as a ministry leader

**Schedule:** Field-based; primarily evenings for site ministry with community and council work throughout the week

### A note on the support component:

Personal support development is standard practice in relational ministry organizations. If you have been through this process before, you already understand it. If you have not, we will walk you through it. We have staff with deep experience in ministry partner development who will come alongside you. The 20% is not a barrier — it is an invitation to build a team of people who pray for and invest in your work.

## HOW TO APPLY

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Send your resume along with a brief note — not a formal cover letter. Just an honest paragraph or two about your background in relational ministry and what draws you to this kind of work. We want to know who you are and why this matters to you.

Send to: [info@feedtheneed.org](mailto:info@feedtheneed.org) with “Area Program Coordinator” in the subject line.

We are happy to have a conversation before you apply. Reach out at 888.511.7173 or visit [feedtheneed.org](http://feedtheneed.org) to learn more about who we are and what we do.