



**CHRISTIAN UNION**

*Developing Christian Leaders to Transform Culture*

## **EXECUTIVE VICE PRESIDENT**

### **OPPORTUNITY PROFILE**



**Presented by**  
**Bruce Dingman, President**  
**Dr. Rich Kidd, Vice President**



## THE OPPORTUNITY

Christian Union seeks a highly-qualified individual to serve as Executive Vice President of the ministry. The EVP will serve as a peer and partner with the Founder/CEO to write the next chapter of the organization's growth journey; giving leadership to all segments of the ministry's structure. The ministry is growing fast and is in need of a dynamic and energetic leader of leaders desirous of both expanding the influence of Christ and driving results, by bringing sweeping spiritual transformation to the United States by focusing at nine of the most strategic institutions in the country. These universities currently include Brown University, Columbia University, Cornell University, Dartmouth College, Harvard University, Princeton University, University of Pennsylvania, and Yale University plus Stanford University. Christian Union also ministers to adult professionals in New York City with plans to expand to the nation's other influential cities. Lastly, CU ministers to many across the U.S. via its online platform named CU Day and Night ([www.dayandnight.org](http://www.dayandnight.org)).



## THE ORGANIZATION

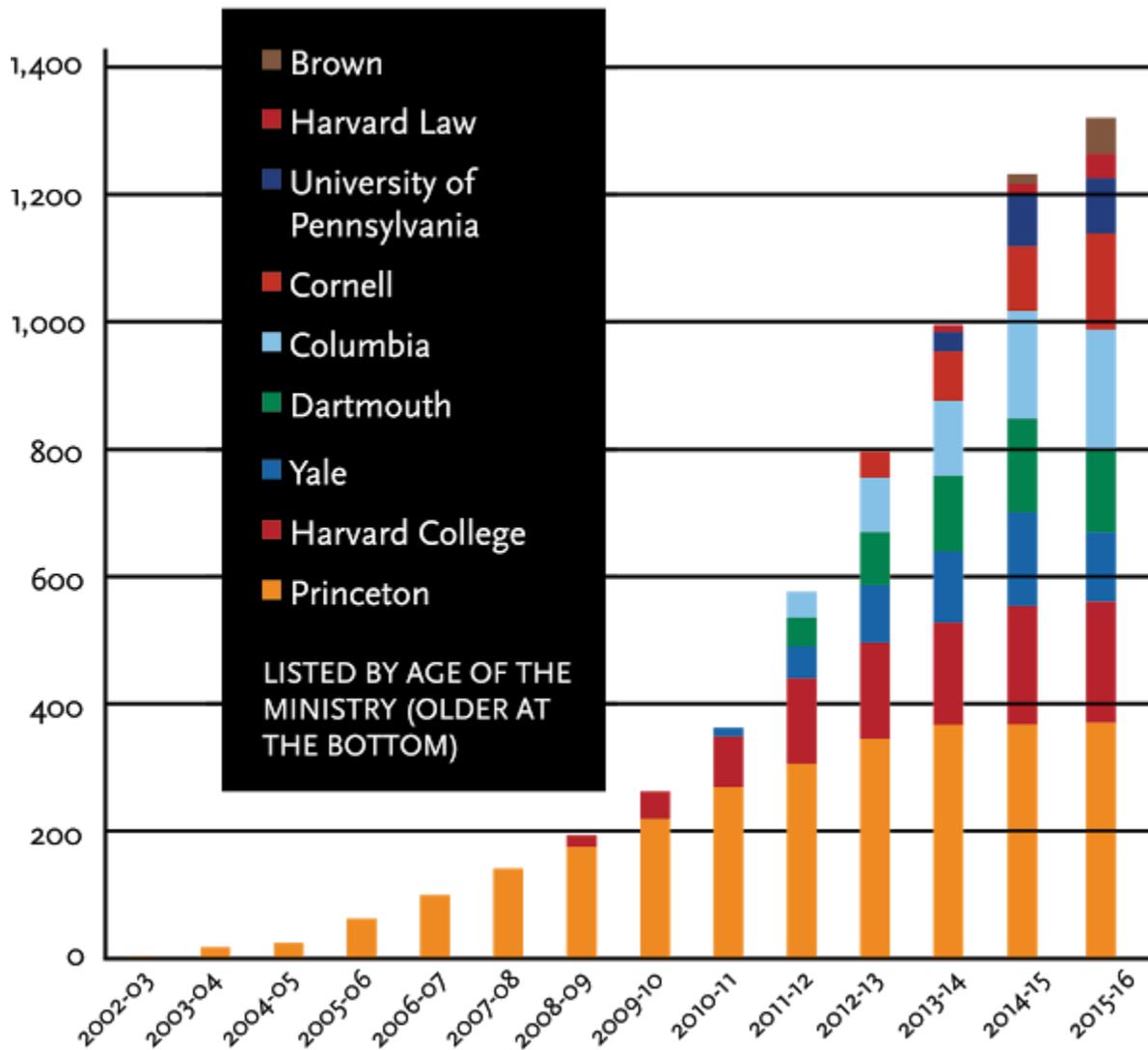
By God's grace, Christian Union is changing culture through discipling, mentoring and training students who will likely become the nation's future leaders. Christian Union (CU) was formed in 2002 for the purpose, by God's power and with the help of other ministries, to change the world by bringing sweeping spiritual transformation in students at the nation's most strategic universities.

Out of the more than 3,000 four-year colleges and universities in the country, 63 percent of the most influential leaders in the nation come from the top 1 percent of schools. Graduates from these schools also have extraordinary influence on the international scene. Most of these universities were founded on Christian conviction, but have become intensely secular. While students are academically bright, they know little about Jesus Christ. Christian Union resources students to transform culture with a leadership development program tailored to highly intellectual, driven students. Christian Union expects to add additional strategic universities in the future, most recently with the addition of Stanford in 2016.

See [www.christianunion.org/leadersmatter](http://www.christianunion.org/leadersmatter) for more information.

**GROWTH CHART**

**CHRISTIAN UNION BIBLE COURSE GROWTH BY YEAR**



*Stanford not reflected here; the ministry at Stanford launched before the 2016-17 school year.*



**Christian Union develops Christian leaders through:**

- Rigorous Bible courses
- Personal mentoring
- Executive leadership coaching
- Renowned Christian lecturers
- Tailored Outreach

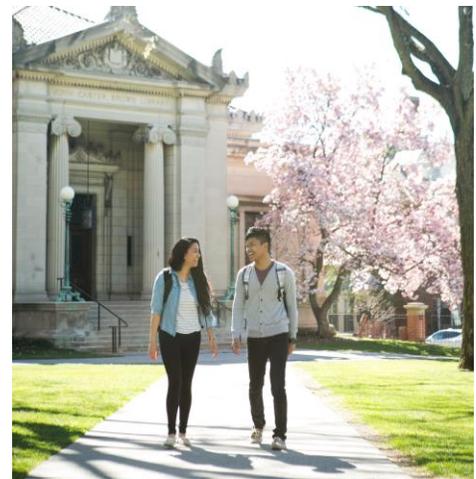
**Christian Union emphasizes:**

- A seeking God lifestyle
- Proprietary curriculum
- High-caliber ministry fellows
- Engaged and networked leaders
- Organizational excellence

**Additional information on Christian Union can be found at [www.ChristianUnion.org](http://www.ChristianUnion.org).**

## VISION

Christian Union’s vision is to change the culture by discipling, mentoring and training future leaders at some of the most strategic universities in America, and building networks of engaged Christian leaders in cities. Christian Union’s goal is to see 20% of undergraduate, graduate, faculty members and university administrators involved in Christian community at each target school, either in local churches or parachurch ministries. Given the current number and nature of ministries at the schools where CU works, CU is projecting that about half (10% of each school’s community) of those results should be fruit of God’s work through Christian Union.



## THE POSITION

The Executive Vice President of Christian Union will report directly to the Founder/CEO, and lead the entire ministry in partnership with the CEO from the Office of the President. The primary task is to implement and integrate the vision of the founder, giving accountability to clear metrics agreed on by the Executive Leadership Team. The ELT

currently includes the VP of Development, VP of Spiritual Formation, VP of University Ministries, VP of Operations, Assoc. VP of Alumni Engagement, and VP of Communications. The Ministry Directors report up to the Office of the President through the VP of University Ministries. There is a staff of 70, and an annual budget of \$11 million.

This is a full-time salaried position, so no individual support-raising is required.

This person will need to be located somewhere within an hour of New York City, with a preference for a close proximity to the CEO in Manhattan. Christian Union has its principal offices in Princeton, New Jersey and Manhattan (about an hour apart from each other).

*The EVP is expected to:*

### Embrace and Embody Christian Universities' Distinctives



#### *CU has a "Seeking God" Lifestyle*

CU seeks to recapture biblical Christianity's emphasis on a Seeking God Lifestyle with frequent, fervent prayer; massive intake of Scripture; repentance; humility that incorporates fasting; perseverance; promptly obeying the Spirit; and extended times of gathering with fellow believers.

#### *CU Has Networked and Engaged Student Leaders*

CU intervenes in the lives of students poised for high influence with transformative spiritual and Christian leadership

training to leverage their positions and networks to change culture for Christ.

#### *CU promotes Intellectual Rigor*

CU develops and teaches their own proprietary biblical and Christian leadership development curriculum, while also arranging renowned guest lecturers and world-class, credentialed faculty to lead students in rigorous intellectual engagement.

#### *CU promotes Organizational Excellence*

CU honors the Lord, expands the ministry, and serves donors' intentions by maintaining a disciplined ministry model and a culture of strict accountability evidenced by detailed metrics, extensive evaluations, and continuous improvements to maximize ministry impact.



## JOB DESCRIPTION

### Collaborate with the CEO in translating Vision to Strategy

- Pray and seek the Lord regularly with the CEO to pursue God’s heart for CU’s future
- Represent the heart and message of the CEO to the organization, endeavoring always to “stay on the same page” with him through regular communication
- Listen and learn the culture of CU from the CEO and consistently live it out as a culture champion among the ministry
- Work together to formulate goals and directives for the Executive Leadership Team which will become the ministry plan for the organization

### Lead and Coach Christian Union’s Executive Leadership Team

- Work with the CEO and VP of Operations to assemble a high caliber team of ministry personnel by interviewing, hiring and onboarding high quality candidates
- Coach, train and oversee Christian Union’s executive team to ensure maximum effectiveness of all ministry programs and objectives in all aspects of the organizational structure
- Ensure health and vitality of the CU ministry team
- Trouble-shoot and problem solve with each CU Executive staff as strategic issues or conflicts arise involving their ministries
- Resolve any cross functional issues between ministries, including conflicting priorities and budgetary needs
- Conduct regularly occurring review meetings with Executive Staff, as directed
- Ensure the ongoing development and growth of the Executive Leadership Team
- Integrate the vision of the Founder into the organization by leading, managing and holding accountable key staff members
- Encourage and enhance communication across the entire organization
- Employ oversight of CUU ministries by visiting each campus occasionally during the year



### Execute Christian Union’s Strategic Ministry Model

- Ensure that CU’s ministry model is implemented consistently on each campus and review with key staff the effective roll-out of this ministry model for each campus’s unique life stage
- Ensure that CU’s ministry model is implemented in reaching professionals in key cities, and expanded as appropriate

- Help the CEO ensure that CU's ministry model is implemented in expanding "CU Day and Night" a web-driven outreach and educational ministry
- Deliver targeted results on other strategic ministry imperatives
- Apply corporate best practices of disciplined yearly, semester and quarterly goal setting, tracking and continuous program improvement
- Expand the ministry model when possible
- Manage the Christian Union Ministry budget, along with the VP of Operations

### Expand New Ministries

- Collaborate with the CEO in designing mid-to-long-term growth strategy for non-undergraduate ministry outreaches (graduate students, university faculty and staff) as well as City Ministries

### Cross-Functional and Other Responsibilities

- Engage in personal ministry with students and New York City professionals as appropriate
- Represent the ministry with alumni and donors as needed
- Attend select fundraising events
- Support the university ministries locally as a spokesperson for CU, partnering with local ministries and the university as appropriate and available
- Work with the CEO to support the CU's development team, so that they can effectively cultivate relationships with donors, parents, alumni and other friends of the ministry

## QUALIFICATIONS

### Faith

- Strong devotion to Jesus Christ, holiness, and a passion to make Him known
- Passionate heart for revival
- Experienced with integrating both the practical and supernatural elements of faith
- In agreement with and must sign:  
[Statement of Faith and Ethics](http://www.christianunion.org/about/statement-of-faith-and-ethics)  
(<http://www.christianunion.org/about/statement-of-faith-and-ethics>)  
[Categories of Doctrine Statement](http://dingman.com/wp-content/uploads/2017/03/Doctrine.pdf)  
(<http://dingman.com/wp-content/uploads/2017/03/Doctrine.pdf>)
- Able to thrive in a Christian environment dedicated to the foundation of the faith, but which allows disagreement among secondary matters. The ministry is primarily conservative evangelical, but also contains Catholics and Pentecostals.

## Professional

- College degree required, advanced degree beneficial
- Ten years' minimum professional experience
- Ability to meet deadlines and work independently to complete tasks
- Basic theological knowledge helpful, but no theological training needed
- Successful oversight of a team of distributed employees, leading them to achieve individual and group objectives would be a helpful skill



## Personal

- Boldness in Christ to be able to help the organization stand strong in Christ in the midst of very intimidating environments
- Proven success in the marketplace and/or ministry
- Adaptable to the local culture where CU ministers
- Passion for people to know and follow Jesus Christ
- Strong leadership skills and the ability to hire, manage, and evaluate talent well
- Effective verbal and written communication skills
- Capable of delegating responsibility and coaching to performance standards
- Quick learning ability to absorb the best practices of the ministry
- Strategic thinking and implementation skills
- Strong teaming skills in order to work well with senior executives and create a dynamic, stimulating culture within the faculty
- Tenacity to persevere in a challenging ministry environment
- Has humility yet possesses gravitas that inspires confidence
- A leadership style that engenders trust, is an example of godly and effective leader, and is transparent
- Has energy, a contagious enthusiasm, drive and yet has life balance to their work



## THE SEARCH AND SELECTION PROCESS

A search committee of the CEO, senior staff, and a member of the Board will select Christian Union's Executive Vice President, assisted by Bruce Dingman and Rev. Dr. Rich Kidd of The Dingman Company. The Dingman Company will explore a broad network of leaders within large non-profit ministries, large churches, and appropriate Christians in the business world or higher education. Preference will be given to those who have demonstrated excellence in leadership and strong results from large organizations, and who have experienced considerable growth under their tenure.

The process will in sequence include the release of an opportunity profile with an invitation for people to respond personally or recommend persons to be considered, the review of resumes, questionnaires, telephone interviews and in-person interviews by Bruce Dingman or Dr. Rich Kidd.

Next, references and backgrounds will be checked, degrees verified, and extensive candidate profiles will be prepared. The Search Committee will interview a short list of top candidates in person.

By God's grace the preferred timeline is to present final candidates to the Search Team in June 2017 or before. We solicit your prayers for this entire process.



Our client is an equal opportunity employer and does not discriminate on the basis of race, age, color, sex, national origin, or physical handicap. However, for searches on behalf of religious organizations, candidates will be evaluated based on that organization's theological beliefs and religious practices.



The Dingman Company fully respects the need for confidentiality of information supplied by interested parties and assures them that their backgrounds and interests will not be discussed with anyone, including our client, without their prior consent, nor will reference contacts be made until mutual interest has been established.



The Dingman Company, Inc. is a retained executive search firm devoted exclusively to serving our clients in matters of executive selection. We are a generalist firm that has served the business world nationwide since 1979. While many of our assignments are in the corporate sector, due to our Christian faith, we also serve many non-profit organizations in the Christian community.



For further information or to apply for this position, please contact:

Bruce Dingman, President  
Email: [bruce@dingman.com](mailto:bruce@dingman.com)  
Cell: 818-378-7755

Rev. Dr. Rich Kidd, Vice President  
Email: [rich@dingman.com](mailto:rich@dingman.com)  
Cell: 757-642-0622

## CHRISTIAN UNION STATEMENT OF FAITH & ETHICS

### Statement of Faith

The sole basis of our beliefs is the Bible, God's infallible written Word, the 66 books of the Old and New Testaments. We believe that it was uniquely, verbally and fully inspired by the Holy Spirit and that it was written without error (inerrant) in the original manuscripts. It is the supreme and final authority in all matters on which it speaks.

We accept those areas of doctrinal teaching on which, historically, there has been general agreement among all true Christians.

Because of the specialized calling of our organization, we desire to allow for freedom of conviction on other doctrinal matters, provided that any interpretation is based upon the Bible alone, and that no such interpretation shall become an issue which hinders the ministry to which God has called us.

1. There is one true God, eternally existing in three persons - Father, Son, and Holy Spirit - each of whom possesses equally all the attributes of Deity and the characteristics of personality.
2. Jesus Christ is God, the living Word, who became flesh through His miraculous conception by the Holy Spirit and His virgin birth. Hence, He is perfect Deity and true humanity united in one person forever.
3. He lived a sinless life and voluntarily atoned for the sins of men by dying on the cross as their substitute, thus satisfying divine justice and accomplishing salvation for all who trust in Him alone.
4. He rose from the dead in the same body, though glorified, in which He lived and died.
5. He ascended bodily into heaven and sat down at the right hand of God the Father, where He, the only mediator between God and man, continually makes intercession for His own.
6. Man was originally created in the image of God. He sinned by disobeying God; thus, he was alienated from his Creator. That historic fall brought all mankind under divine condemnation.
7. Man's nature is corrupted, and he is thus totally unable to please God. Every man is in need of regeneration and renewal by the Holy Spirit.
8. The salvation of man is wholly a work of God's free grace and is not the work, in whole or in part, of human works or goodness or religious ceremony. God imputes His righteousness to those who put their faith in Christ alone for their salvation, and thereby justified them in His sight.
9. It is the privilege of all who are born again of the Spirit to be assured of their salvation from the very moment in which they trust Christ as their Savior. This assurance is not

based upon any kind of human merit, but is produced by the witness of the Holy Spirit, who confirms in the believer the testimony of God in His written word.

10. The Holy Spirit has come into the world to reveal and glorify Christ and to apply the saving work of Christ to men. He convicts and draws sinners to Christ, imparts new life to them, continually indwells them from the moment of spiritual birth and seals them until the day of redemption. His fullness, power and control are appropriated in the believer's life by faith.
11. Every believer is called to live so in the power of the indwelling Spirit that he will not fulfill the lust of the flesh but will bear fruit to the glory of God.
12. Jesus Christ is the Head of the Church, His Body, which is composed of all men, living and dead, who have been joined to Him through saving faith.
13. God admonishes His people to assemble together regularly for worship, for participation in ordinances, for edification through the Scriptures and for mutual encouragement.
14. At physical death the believer enters immediately into eternal, conscious fellowship with the Lord and awaits the resurrection of his body to everlasting glory and blessing.
15. At physical death the unbeliever enters immediately into eternal, conscious separation from the Lord and awaits the resurrection of his body to everlasting judgment and condemnation.
16. Jesus Christ will come again to the earth - personally, visibly and bodily - to consummate history and the eternal plan of God.
17. The Lord Jesus Christ commanded all believers to proclaim the Gospel throughout the world and to disciple men of every nation. The fulfillment of that Great Commission requires that all worldly and personal ambitions be subordinated to a total commitment to "Him who loved us and gave Himself for us."

## Statement of Ethics

The Holy Spirit says in James 2:17: "in the same way, faith by itself, if it is not accompanied by action, is dead."

There are social implications of the faith that all true Christians should observe, including:

1. The need to protect the unborn;
2. The need to end the evil of racial discrimination;
3. The need to help the poor;
4. The stewardship of our environment;
5. The need for justice and integrity in government;
6. The avoidance of greed and materialism, including giving at least 10% of income to the Lord; and
7. The reaffirmation that sex belongs only in the context of marriage between a man and a woman.

In addition to these moral stances, there are other social issues that we as a ministry do not specifically condemn or endorse because true Christians through the ages have been divided on

them. These include the death penalty, pacifism, drinking, dancing, and gambling. Every Christian Union employee will have his own views on these matters, but we as a ministry do not have a set view. Our moral stances are derived from the Bible, and we strive to follow them and live up to them. We realize that all people are fallible, and our practice is such that when we transgress God's laws, we confess and repent of our sins in order to continue to walk in fellowship with Him.