



International Cooperating Ministries

VP of Ministry Advancement Opportunity Profile

A strategic opportunity for leadership in a ministry poised for global impact. This person will head the fundraising and communication team that is unleashing God's strategy for transforming nations.

Assisted by
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Ministry Overview

ICM has a \$23.8 million revenue plan for 2017, with a \$17.0 million donation budget, to build strong in-country ministry partnerships in developing nations, resulting in a cooperative system that equips believers to reach their own nations for Jesus Christ. ICM's outreach model contradicts many traditional approaches, in that there are no paid overseas staff members. *The ministry is highly leveraged to make a global impact while employing a small local staff of around forty; and a private foundation that continues to fund all general and administrative expenses, allowing all gifts to ICM's work to go directly to church building and Mini Bible College projects.* ICM staff and volunteers practice both the Great Commission in Matthew 28 to "go and make disciples" and the Great Commandment to serve "the least of these" in Matthew 25 on an international scale.

Local church members become equipped to share the Gospel with their neighbors and friends. Churches turn into community centers for both ministry and education, encouraging transformation through the Holy Spirit. Through the work of ICM, nations are being changed one person, one church, and one village at a time.

ICM celebrated 30 years of ministry in 2016, with over 6,300 churches built or under construction worldwide in 85 countries.

ICM's vision for 2020



See an overview of the mission of ICM [here](#).



International Cooperating Ministries in Action

➤ **HISTORY** After completing a four-year Bible study curriculum (Mini Bible College) written and taught by Pastor Dick Woodward in the early 1980s, businessman Dois Rosser saw an opportunity. He wanted others to have access to the same life-changing material. In partnership with Trans World Radio, Rosser funded the translation and radio broadcast of MBC in Latin America, China and soon, India. In 1986, Rosser traveled from Hampton, Virginia, to India to evaluate the impact of the radio broadcast. There, he saw the people's desperate need for church buildings after coming to Christ



through the study of MBC in their own language. Rosser sensed a God-sized opportunity at hand.

The church building work of International Cooperating Ministries (ICM) began in India in 1986 when he provided funding to build several churches there to honor his family. Shortly after the initial work in India began, Rosser established a charitable foundation using a substantial portion of his personal wealth to fund the ministry. At 95 years-old, he continues to inspire the staff to greater effectiveness each day.

Today, there are thousands of ICM churches around the world. These projects include not only traditional church buildings, but also church orphanages, hope centers, chapels, learning centers, pastoral training centers and schools. As a result of ICM's church planting strategy, the ministry has seen tens of thousands of additional church congregations established.

➤ **MISSION** ICM helps nurture local believers, supports church growth, and provides the financial means for congregations to build their own church building. ICM nurtures believers primarily through the teaching of the Mini Bible College (MBC), a clear, systematic multi-lingual audio Bible curriculum developed by Pastor Dick Woodward.





➤ **VISION** ICM has a powerful vision to see individuals, local communities, and nations transformed through the Gospel of Christ. ICM's strategy consists of working together with indigenous partners to build "mother churches" in each country. The mother church strategy involves building new churches approximately 25 miles from one another. Each of these "mother" churches, in turn, commits to planting at least five "daughter" congregations nearby. ICM's goal is to "blanket" each nation with churches and Bible study materials. The churches are the catalysts that facilitate the ministry's primary purpose: nurturing believers. *ICM wants to see a healthy reproducing church within walking distance of every man, woman, and child in our lifetime.*



➤ **CURRENT MINISTRY SNAPSHOT**



6,327 Church Projects

44 Bible Study Languages

86 Countries



Position

Responsibilities

- Reports to the President with a close working relationship with the CEO.
- Collaborates with the CEO and President for branding and major donor initiatives.
- Serves with the CEO, President, and Senior VP's on the Executive Leadership Team.
- Manages the Ministry Advancement team including the development team, the communications team and the events team.
 - Creates and implements multi-year strategies with performance metrics to achieve annual operating fund objectives, including solicitation of large gifts.
 - Oversees the multi-channel communication process to donors and potential donors.
 - Inspires, encourages and manages development officers.
- Works as a producing leader with a select group of major donor prospects/donors through cultivation and solicitation events, including visits requiring travel.
- Maintains a clear and deep understanding of the various ICM programs, and services.

Core Competencies (Knowledge, Skills and Abilities)

- Ability to communicate the story of ICM in a winsome, compelling way that will captivate the attention of donors and inspire generosity.
- Proven ability to lead a team to outstanding results in a collaborative environment.
- Ability to manage organizational change with a balance of innovation and patience.
- Understanding of non-profit development functions, database management, moves management is crucial; experience with direct mail and social media communications would be desirable. Successful identification and cultivation of major gifts is required.

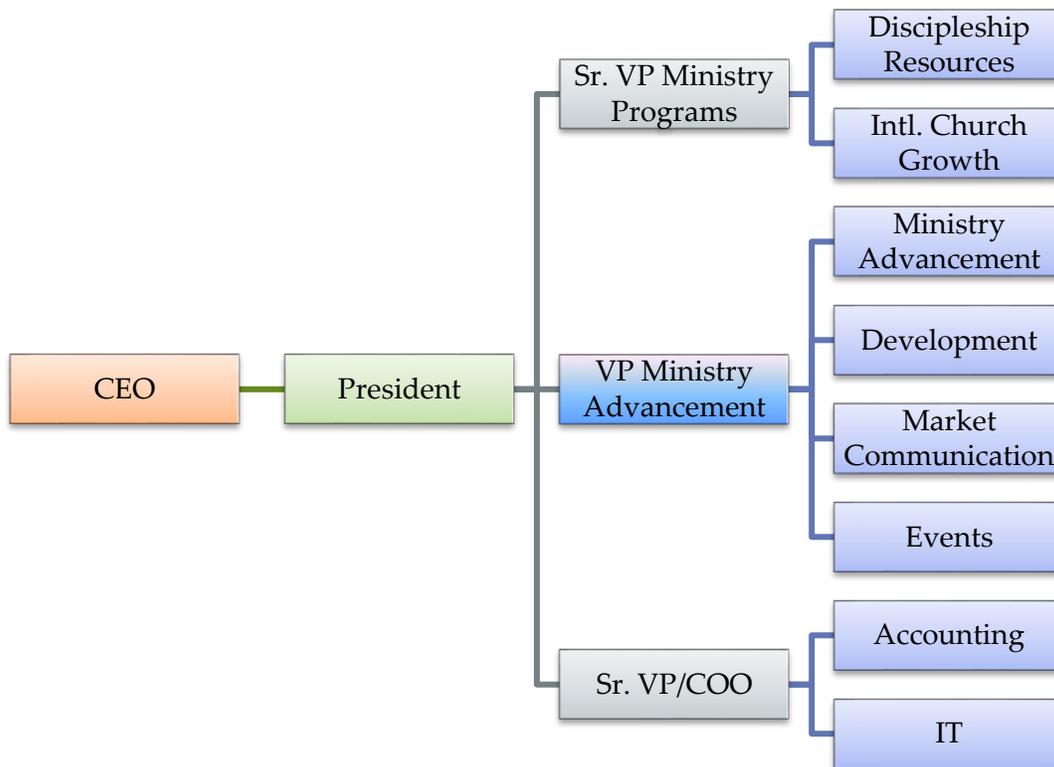
Qualifications and Expectations

- It is expected that employees of International Cooperating Ministry are committed followers of Jesus Christ who have a desire to grow in their personal faith and to see others do likewise.
- Agreement with the ICM statement of faith, staff covenant and Development Philosophy (See Appendix 1-2).
- Bachelor's degree required, advanced degree or CFRE preferred.
- Over 10 years of experience with fundraising or high-end sales, as well as a minimum of five years of executive management including strategic planning, budgeting, and supervising.
- Excellent written and oral communication skills and presentation skills, as well as proficiency in utilizing CRM database and business acumen in communicating budgeting and financial principles.
- Commitment to results and metrics management.
- Lead by example. Confident yet humble.



- Develop effective interpersonal relationships with all key groups of stakeholders.
- Constituent focus in communicating giving opportunities.
- Availability for travel 10 to 25 percent of the time.

Organizational Chart





Community Profile

Hampton Roads, Virginia (Coastal Virginia) is situated in the middle of the Eastern seaboard where the James, Nansemond and Elizabeth rivers pour into the mouth of the Chesapeake Bay. Home to 1.7 million people, the Coastal Virginia area constitutes one of the top ten largest metro areas in the Southeast United States and the second largest between Atlanta and Washington, DC. Families enjoy four distinct yet moderate seasons from the rolling farmland of Chesapeake to the living history of Colonial Williamsburg; from the vacation mecca of Virginia Beach to the thriving waterfront downtown of Norfolk. The area is steeped in 400 years of American history; with hundreds of historical sites and attractions that draw visitors from around the world each year. The Hampton Roads area also boasts one of the largest military populations in the world, with Air Force, Army, Coast Guard and of course Navy installations in the area. The active duty presence is estimated at over 150,000 with another 40,000 civilian employees of the Armed Forces on hand as well.



The international headquarters of ICM is in Hampton, a waterfront city in the heart of Hamptons Roads. Hampton is both one of the oldest American cities and one of the fastest growing cities in the area. Money Magazine selected Hampton as one of the best places to live in America.



Buckroe Beach in Hampton



The Search and Selection Process

The search team is charged with vetting candidates for the position and is assisted by Dr. Rich Kidd of The Dingman Company. The Dingman Company will explore a broad network to suggest potential candidates. This thorough search will include consideration of many names and subsequent review of resumes. When appropriate, the candidates will be asked to respond to questionnaires, as well as have telephone interviews with Dingman Company recruiters. Those holding the most promise will be interviewed in person. Next, references and backgrounds will be checked, degrees verified, and an extensive candidate profile will be prepared by the search firm. When a preferred candidate is determined, the candidate and spouse will have an opportunity to meet the ICM Ministry Search Team (made up of senior staff).

Our client is an equal opportunity employer and does not discriminate on the basis of race, age, color, sex, national origin, or physical handicap. As a religious non-profit organization, International Cooperating Ministries may make decisions based on theological faith, as will The Dingman Company as the agent of International Cooperating Ministries.

The Dingman Company fully respects the need for confidentiality of information supplied by interested parties and assure 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:

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Appendix 1 Staff Covenant

PREAMBLE:

In accordance with God's use of covenants to unconditionally assure a place for His people in which He would be their center, we at ICM hereby form a covenant to help guide us to a God-centered work environment. To this end, we hereby agree to a standard of expectations for how we treat and love one another; how we learn, grow and accomplish the Kingdom work to which we've been called; and, how we honor God and keep Him at the center of all we do.

BASIC ASSUMPTIONS:

"For we are God's handiwork, created in Christ Jesus to do good works, which God prepared in advance for us to do." Ephesians 2:10

This covenant is based on the assumptions that each one of us is a child of God; that we are equal in God's eyes; that our relationship with one another is superseded only by our relationship with God; and, that each one of us needs encouragement, affirmation and prayer.

LIFE TOGETHER:

"How good and pleasant it is when God's people live together in unity!" Psalm 133:1

It is our objective that this covenant express our mutual desire to see and be seen as God's children, each blessed with God-given gifts; to be honest, transparent and respectful of one another, even as we do our part to earn the respect of one another; to rid our environment of fear, gossip, offense, disrespect and public criticism; and, to foster an environment of love, peace, joy, fairness and harmony.

Our Staff Covenant

- To prayerfully love, honor, respect, value and encourage each and every staff member, recognizing each person's God-given gifts, seeing each person as a member of God's family.
- To treat each person in the affirmation of their calling, recognizing the good and extending grace in shortcomings.
- To place others above myself, trusting each person, being honest with each person, being quick to listen, slow to speak, slow to wrath and not easily offended.
- Where there are differences and hurt, to forgive, keeping no record of wrongdoing, walking in the light of transparency and asking for forgiveness for my own failures. Where differences call for action or interaction, to confront my fellow worker(s) privately and in love.



- To love God and each team member with a servant's heart, being a living example of Christ's love and grace, doing what I can to contribute to the creation of an atmosphere of peace and joy.
- To walk in brokenness before God in His work and in my relationships with others.
- To take ownership of my role and responsibilities, acknowledging that the quality of my work impacts ICM and my co-workers.
- To work together in unity as we pursue excellence in carrying out our Ministry of nurturing believers worldwide and each other here at home.

Scriptural References

*"A new command I give you: Love one another.
As I have loved you, so you must love one another. "*
John 13:34

"By this everyone will know that you are my disciples, if you love one another. "
John 13:35

"Be devoted to one another in love. Honor one another above yourselves. "
Romans 12:10

"Finally, brothers and sisters, rejoice! Strive for full restoration, encourage one another, be of one mind, live in peace. And the God of love and peace will be with you. "
2 Corinthians 13:11

"You, my brothers and sisters, were called to be free. But do not use your freedom to indulge the flesh; rather, serve one another humbly in love. "
Galatians 5:13

"Be completely humble and gentle; be patient, bearing with one another in love. "
Ephesians 4:2

"And let us consider how we may spur one another on toward love and good deeds. "
Hebrews 10:24



Appendix 2 Statement of Faith

- We believe in one eternal God, Creator and Lord of the world, Father, Son, and Holy Spirit, who governs all things according to the purpose of His will.
- We believe in Jesus Christ, God's Son, who is Savior and Lord, and who gave Himself as a ransom for sinners through His death on the cross. He rose from the dead and ascended to heaven, where, as truly God and truly man, Jesus is the only mediator between God and humankind.
- We believe that all people are lost sinners and cannot see the Kingdom of God except through new birth. Justification is by grace through faith in Christ alone.
- We believe in the power of the Holy Spirit, the very Spirit of God, sent to bear witness of the Son. We believe in the work of God's Spirit for the individual's new birth and growth, and for the Church's constant renewal in truth, wisdom, faith, holiness, love, power, and mission.
- We believe the Old and New Testament Scriptures to be the only inspired, written Word of God, infallible and without error, our guide for faith and practice.
- We believe in one holy, universal, and apostolic Church. The Church's calling is to worship and witness for Jesus Christ, who is the Head, preaching the Gospel among all nations and demonstrating its commitment by compassionate service to the needs of all people.
- We believe that Jesus Christ will return personally and visibly in power and glory to consummate His salvation and His judgment. God will fully manifest His Kingdom when He establishes a new heaven and a new earth in which He is glorified forever and ever.

Development Philosophy

The ICM development philosophy is to share with others what God is doing through ICM and then invite them to join in the work. This development policy emphasizes effective communication with every potential partner so that he/she may see God at work and be moved by the Holy Spirit to join Him and us in that work. The primary goal is not donations per se, but partners with a clear understanding and commitment to co-labor with us in prayer, finances, and volunteer efforts in the work God has set before us. To this end our development team must:

- Take what God has given us and present it in a clear and understandable way,
- Find ways to encourage people to co-labor in what God has called us to do, and,



- Recognize that it is the Holy Spirit, not we, who leads people to partner with us. We are simply co-laboring with Him to communicate clearly, effectively and truthfully as we tell the marvelous story of how God is using this ministry.
- Seek to use all available resources to advance programs of ICM as quickly as God allows. We will not actively solicit restricted permanent endowment funds but we will accept and honor any restricted funds that conform to and advance the purposes of our ministry.

Our corporate culture and style of ministry determine that our development activity will be driven by the following values:

- We will strive to always give the glory and increase to God and honor Him through our development work.
- We will always seek to allow the convicting work of the Holy Spirit to be the impetus for giving by our donors, and not a set of marketing or sales techniques.
- We will present the needs of the ministry clearly, accurately and honestly without melodrama or exaggeration.
- We will seek to bring a family of supporters around us who freely share our vision without being coerced or manipulated.
- We will always strive towards professionalism and excellence in our development endeavors, so that Christ may be glorified by our public presentation of this ministry, by our diligence and by our relationships.