



www.opendoorsusa.org



CHIEF DEVELOPMENT OFFICER OPPORTUNITY PROFILE

Assisted by

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OVERVIEW

Open Doors with Brother Andrew, Inc. (ODUSA), is presently raising \$20+ million annually to financially support Open Doors International, an evangelical \$110 million ministry as it brings Bibles, materials, training, support, and encouragement to persecuted Christians worldwide. By 2025 the goal is for ODUSA to be raising annually \$100 million. Presently there is only 3% brand recognition nationally, so the emphasis for fundraising growth will be finding new donors.... not just asking the current donors to give more.

ODUSA is charged primarily with raising funds for operational efforts of Open Doors, International (ODI), as well as raising awareness of the state of the persecuted church. The Chief Development Officer will report to the CEO/President.

The CDO will be a man or woman of prayer, have a heart for the mission of Open Doors and have exceptionally strong leadership and organizational management skills. Candidates will bring strength and success in fundraising from a non-profit background and/or strength in sales and marketing from a business background, as well as possess effective public speaking skills. The primary goal of ODUSA is to increase the funds and efficiency in raising those funds which support the ministry of ODI.

THE ORGANIZATION

An estimated 200 million Christians worldwide suffer persecution for being a follower of Jesus Christ, with another 200 to 400 million facing discrimination for simply claiming faith in Christ. Open Doors seeks to serve and strengthen the persecuted church in the world's most difficult areas through training, literature distribution, community development, and personal encouragement.

Open Doors began in 1955, when a young Dutchman called Brother Andrew traveled to Warsaw, Poland, with Christian literature hidden in his suitcase. During this trip, he found believers facing extreme persecution, oppression, and isolation because they followed Jesus Christ. He also realized that they lacked Bibles and other materials to help them grow in their faith.

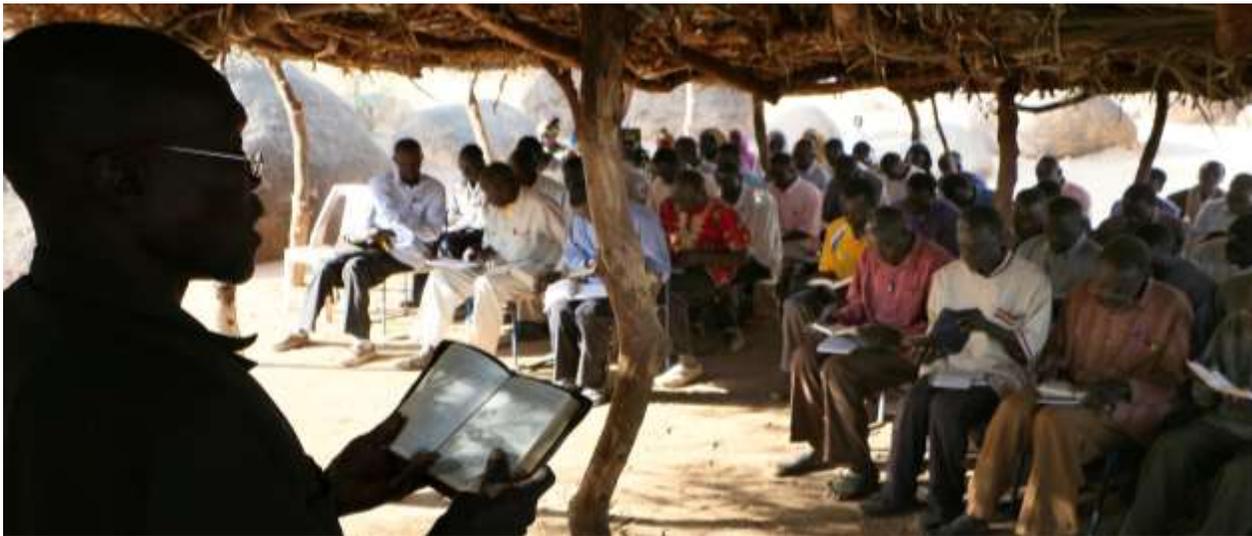
Why Bruce Dingman loves Open Doors

Over the years, I've gotten to know many ministries and there is none quite like Open Doors. I've been on the ODUSA Board for ten years, and traveled to five countries to see their work. Open Doors is unique because they...

- *Assist Christians who are persecuted for their faith in a wide variety of ways.*
- *Are humble people, no big egos.*
- *A prayer-centric organization.*
- *Ecumenical within the Christian world...if they love Jesus, Open Doors wants to work with them.*
- *A thrifty organization (Dutch characteristic).*
- *Work broadly with other ministries...not concerned about who receives the credit...just focused on ministry.*
- *Field work is overseen by Dutch or nationals...so the cross-cultural "baggage" that just being an American can carry with it is not a problem.*
- *Seek continuous improvement... always want to do it better ...so it not resistant to change if it means improvement.*

Brother Andrew became convicted through these words from Revelation 3:2 – “*Wake up! Strengthen what remains and is about to die.*” His unsettling experience and newly found conviction birthed the ministry of Open Doors, which now has 35 international offices serving more than 60 countries.

The ministry, which captures people's hearts as well as their treasures, delivers Bibles and assists with pastoral, literacy and job training, by teaching people how to live out their faith effectively in an environment that is hostile to Christians - all with the purpose of strengthening the persecuted church so it remains God's light in the world.



Open Doors Mission Statement

“To strengthen and equip the Body of Christ living under or facing restriction and persecution because of their faith in Jesus Christ, and to encourage their involvement in world evangelism by:

- Providing Bibles and literature, media, leadership training, socio-economic development and through intercessory prayer;
- Preparing the Body of Christ living in threatened or unstable areas to face persecution and suffering; and
- Educating and mobilizing the Body of Christ living in the free world to identify with threatened and persecuted Christians and be actively involved in assisting them.

We do so because we believe when one member suffers, all members suffer with it (1 Corinthians 12:26), all doors are open and God enables His Body to go into all the world and preach the Gospel.”

For twenty years ODUSA has published the [World Watch List](#), a report on the 50 countries where it is most difficult to live as a Christian.



DAVID CURRY
President and CEO

ODUSA President and CEO David Curry advocates on behalf of those who are persecuted for their Christian faith. He provides leadership to ODUSA in its mission to strengthen and equip Christians who live under extreme restrictions, while encouraging these believers to remain strong in their faith.

Since joining ODUSA in August 2013, Curry has traveled extensively to the field to encourage those living under persecution and to support the work of Open Doors in these regions. He appears frequently on [Fox News](#) (please review) and is a regular contributor to *The Huffington Post*. He has also been published or featured in sources such as CBS News, CNN, *The Washington Post*, *Christianity Today*, *USA Today*, *The Christian Post*, and other news outlets.

Prior to coming to ODUSA, Curry served as CEO and president at Christian organizations that serve homeless and neglected children in several countries, including India and Haiti.

Curry is the author of four books: *First Aid for Enablers*, *It's Not How Far You Fall It's How High You Bounce*, *God Plays Golf* and *Change Your World!*

Curry holds a bachelor's degree from Northwest University in Seattle and an honorary doctorate of humane letters from Faith Evangelical College and Seminary based in Tacoma, Washington.



THE POSITION

Reporting directly to the CEO/President, the Chief Development Officer (CDO) will be responsible for developing and measuring strategies and processes to support donor growth through partnerships, collaborations and key relationships.

Peer positions include the Chief Financial Officer (which includes IT and HR), Chief Communications Officer (which includes direct marketing, social media and all other forms of marketing), and the SVP-Strategic Collaborations/ODUSA Ambassador (working with ODI and OD field offices and relationships external to ODUSA). This position will facilitate development by working together with Church Relations, the Advocacy Department and the Major Donor Relationship team.

Ultimately a sales leadership role, the CDO will be responsible for driving ODUSA's donor development strategy, directing the development team (sales), and working in concert with a team of professionals to effectively engage Christians in the United States through relationships with pastors and churches, major donors and advocacy. While the largest revenue segments for ODUSA are Direct Mail and Major Donors (nationally there is only a 3% brand recognition factor among Christians), the room for the greatest growth, and where the emphasis will be strongest, is growing Major Donors. E-giving is increasing but is not seen as being as large potentially as the Major Donors segment.

Other Opportunities for Major Gift Officers

The need for additional Major Gift Officers may also occur before long. Anyone interested in possibly joining the advancement team is encouraged to indicate that interest to Bruce Dingman. He will confidentially keep you in mind.



ESSENTIAL DUTIES AND RESPONSIBILITIES

- Lead a team of development professionals (sales) to increase donations and grow partnerships. Identify, nurture and grow new and existing target audience segments, particularly in the Major Donor space.
- Have a spiritual focus and care individually about people.
- Plan, budget and promote staff development, perpetuate a high performance and have a culture of continuous improvement that values learning and growth.
- Develop and execute measurable recruitment and retention strategies that will allow ODUSA to cultivate and enhance meaningful relationships with targeted audiences, including, but not limited to political leaders, friends/donors, church leaders, staff and key influencers, domestically and abroad.
- Establish, measure and report on key performance indicators (KPI's).
- Oversee the Development team, launch and manage the subculture outreach (e.g. Latino and Korean churches).
- Partner with the Communications team to ensure that Open Doors' brand values are consistently communicated through all channels.
- Develop an outreach strategy to enhance and maximize ODUSA's public voice and visibility with key church networks to raise the profile of persecuted Christians and position ODUSA as an authority on "Christian Persecution" issues.
- Identify, investigate and develop new partnerships and relationships that will penetrate untapped markets with the message of the Persecuted Church and the ministry of ODUSA.
- Create, oversee and continually refine the overall donor stewardship plan to cultivate deeper and longer-term relationships with donors.
- Collaborate with cross-functional department leaders to drive engagement, planning and problem solving.
- Work closely with Communications and Finance teams to support their efforts towards achieving annual goals and objectives.
- Operate within the Charter and Affiliation Agreement of ODI.
- Work with a complex and diverse stakeholder environment, develop and maintain key external relationships with the ODI and other partners.
- Additional duties as assigned.





QUALIFICATIONS

- Experienced fundraising and/or sales executive and team leader, with demonstrated success in growing revenue annually both personally and through a team.
 - Strong partnership-building skills.
 - Experience selling to/raising funds through high net worth individuals.
 - Proven success in leading and growing a team of sales professionals.
 - Comfortable and effective networker, who can easily move through a room; has personal charisma although it might be a “quiet” charisma.
 - Christ follower; has an effective witness when the opportunity to share arises.
- Christ centered behavior, treating people with dignity, respect, and compassion.
 - Has or will demonstrate a passion to serve persecuted Christians.
 - Is effective in making “cold calls” including strategizing where to find such potential donors.
 - Can carry a partial case load of major donors; will function as the “set up” person for donors wanting a relationship with the president.
 - Is strategic and tactical. Willingly rolls up his or her sleeves in working with the development and the senior leadership teams.
 - Possesses a high degree of integrity.
 - Has a contagious enthusiasm that is genuine, sensitive and not too pushy.
 - Has excellent interpersonal skills and EQ, is a good listener.
 - Has a strong yet balanced work ethic. The position involves numerous evenings and weekends.
 - Ability and interest to travel, as needed. Travel expected to be in the 30-50% range with international being 10% of that.
 - Has at least five years to give and hopefully 10+ years.
 - It is highly preferable that the person works from the Orange County office (headquarters) but it is possible to work remotely as do others.

CORPORATE ETHOS

ODUSA has a very positive ethos. There is a strong team orientation, a ready willingness to brainstorm, give pushback but once the decision is made supporting it, and always wanting to improve. Hard work is expected, being a workaholic is not. There has been turnover in the development department so the CDO will need to get to know the members personally, learn their DNA, how they are doing their jobs and include them in the discussions before implementing change.

Members of the Development Team are invited to speak with Bruce Dingman if they are interested in the position. Bruce will process their interest confidentially and privately. The development team works well together. They desire an effective, positive leader so they can learn and excel at what they do.

ODUSA is an organization that keeps Christ as a focus and genuinely cares about its people and donors. Working at ODUSA is not just a job, it's a ministry.





OPPORTUNITY

For the right person, this is a superb ministry opportunity to support the spread of the Gospel and strengthen beleaguered followers of Jesus Christ living in far flung parts of the world. Open Doors' Mission strikes a responsive chord with evangelical Christians worldwide.

The organization has a history of success in achieving its mission (ODUSA has grown from \$14M to \$20+M in four years!), there is an effective Board of Directors and team in place, the reputation of the organization is excellent, and the potential to impact and grow the organization is significant.

Orange County and the rest of Southern California provides a quality of life that is rivaled by few other areas in the United States. The pleasant climate and proximity to the ocean, mountains, and desert make this locale of interest to those who enjoy an outdoor lifestyle. Additionally, the region offers all the cultural, sporting, and other activities one would expect to find in a major US metropolitan area.

Our client is an equal opportunity employer and does not discriminate on the basis of race, age, color, sex, national origin, veteran status, or physical handicap. As a religious non-profit organization, ODUSA will discriminate on the basis of theological faith, as will The Dingman Company as ODUSA's agent.

We fully respect 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 on this position, please contact:

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