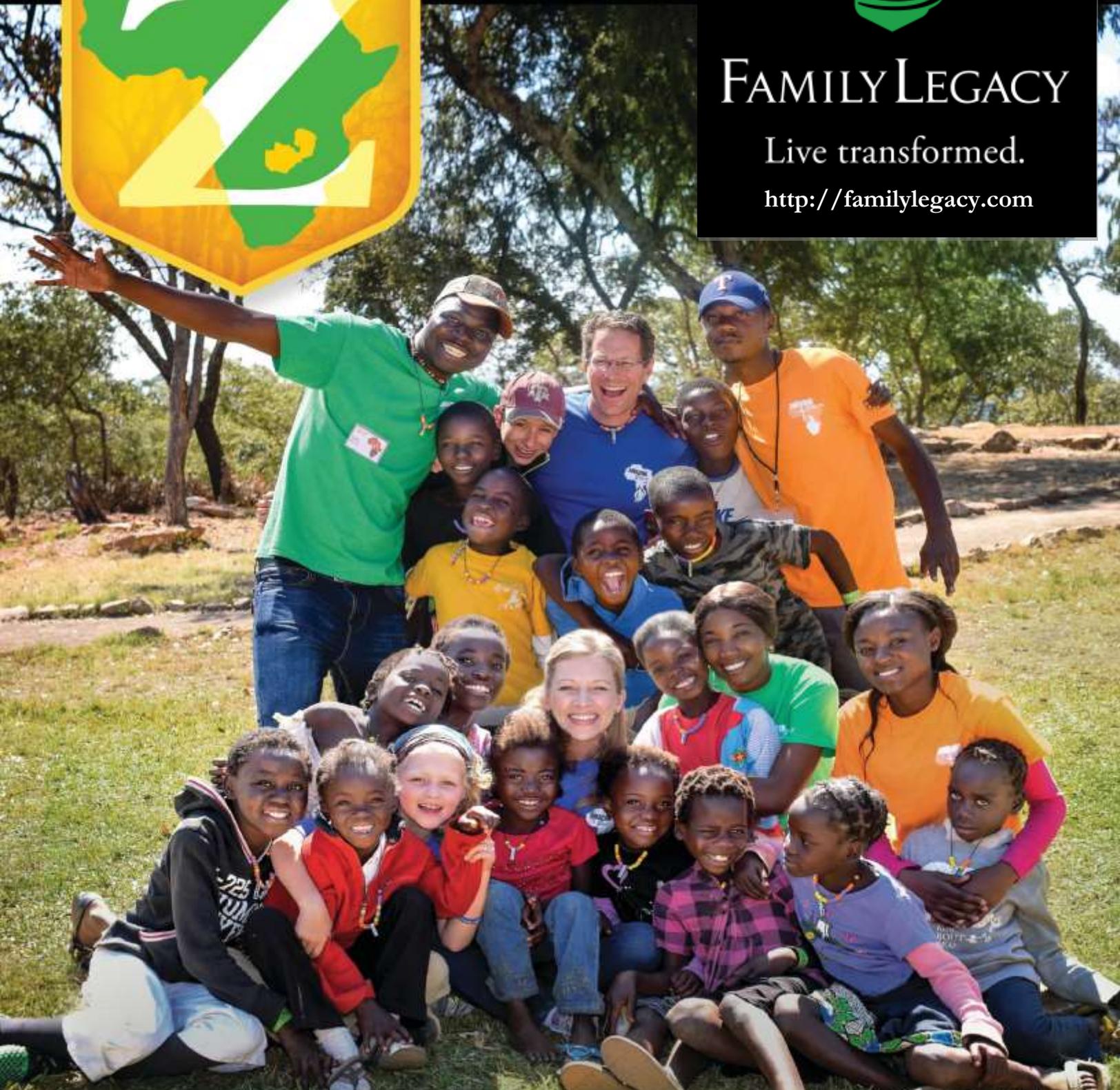




FAMILY LEGACY

Live transformed.

<http://familylegacy.com>



Chief Executive Officer/President Opportunity Profile



Assisted by
Bruce Dingman, President

OVERVIEW

Family Legacy is a dynamic mission with recent fast growth, momentum, and thousands of actively engaged American families as well as passionate, committed orphan sponsors. Over time, Family Legacy has identified a unique approach to serving the orphans of Zambia. The concept is simple: connect American families seeking true significance with orphan children in Zambia whose family identity has been taken from them.

This is accomplished through three main ministry programs: Camp Life (a summer family camp for over 700 Americans of all ages and 7,000 orphans), Legacy Academy (a child sponsorship program providing Christian education for over 15,000 orphans across 23 schools), and The Tree of Life Children's Village (full-time residential care for 768 children living in 64 homes). One of the many unique factors about Family Legacy is that it is vertically integrated, running and operating its own facilities throughout its programs. Zambia has been declared a Christian nation, and while there are also tribal languages, English is spoken nationwide.

Last fall, the founder and CEO, Greer Kendall left Family Legacy due to a personal situation. The ten member Board of Directors (comprised of highly engaged individuals who have participated in the ministry with their entire families for years) quickly stepped in and did an analysis to understand the current state of affairs. A member of the Board is now serving as the Interim CEO. The ministry is seeking a full-time CEO/President to run the mission, both in the United States and in Zambia. The position is primarily a US-based role, with two to three months being spent in Zambia, (June/July) annually. Plans are to quickly find a new CEO while putting growth "on pause" for two years.

CURRENT CHALLENGES/NEEDS

In addition to the need for a permanent CEO, the ministry is also in need of a full-time CFO based in Irving and a full-time Country Director based in Zambia to oversee the employees and operations there.

With significant growth over the last five years (going from 5,000 orphans to 15,000+) and employing 1,000 local Zambians, the facilities, systems and infrastructure need maintenance and expansion. The leadership, care, spiritual guidance, staff training and team building (both in the US and in Zambia) is also a need.

Additionally, Family Legacy undertook to build a conference center known as The Summit to complement its existing five villa lodging facility. There were major cost overruns and the project remains only 85% complete. Further funding will be necessary to complete the project.

MISSION

Family Legacy exists to transform families and individuals by engaging them with God's heart for the orphans of Zambia, and in doing so, transform the lives of these children through the power of God's Word, quality education, and residential care.

THE MINISTRY HAS A DUAL FOCUS



While there are numerous Christian orphan-care organizations, Family Legacy has an approach that makes it noticeably different and distinctly better. With a passion to transform American families by engaging them with God's heart for children who have lost their families, this ministry facilitates lasting change within the lives of all involved. Families gain a new perspective on life and their role in the Great Commission, while bringing HOPE to a generation of rejected orphan children who need to know that God hasn't forgotten them. New bridges are formed in relationships between parents and children, while the Zambian children discover a newfound family – the Body of Christ.

Family Legacy is not simply an orphanage or an NGO or a missionary organization. It is one of the most preeminent family mission organizations in the U.S. Family Legacy's brand charisma is excellent, professional, visionary and faith-driven.

THREE PRIMARY PROGRAMS

Camp Life



Camp Life is a powerful experience for families and individuals seeking significance, where they join together to share God's Word and serve orphaned and vulnerable children in Zambia, Africa. Camp Life takes place over a seven-week period during the summer where each U.S. participant is partnered with two Zambian staff members to host and lead 10 orphan children for this life-changing experience. Each summer, over 700 Americans and more than 7,000 orphan children attend Camp Life during seven one-week sessions. Through their

participation in Camp Life, orphan children gain the opportunity to become sponsored to attend a Family Legacy school as their camp counselor returns to the U.S. to advocate for them.

Legacy Academy



Family Legacy's Child Sponsorship Program allows individuals and families to connect to God's heart for the orphans of Zambia by providing an opportunity for these children to receive a quality education. Currently, more than 15,000 children attend one of Family Legacy's 23 Legacy Academy Christian schools, all within a 20-mile radius, making the organization the second largest private educator in Zambia. Family Legacy is unique in third world education sponsorship in that it owns its own schools. In addition to an education, children attending Legacy Academy schools are provided with discipleship, school uniforms, textbooks, classroom materials and a hot lunch. In 2017, Family Legacy served 3,210,000 hot meals in the school lunch program.

Tree of Life



The Tree of Life Children's Village, located just outside the capital city of Lusaka, Zambia, is a 130-acre community of homes designed to be a haven of hope and light for orphan children who live with Family Legacy full-time. The campus includes 64 residential houses, a K-12 school, medical clinic, local church and sports activity fields. The children at the Tree of Life come from the most severe backgrounds of poverty, abuse and neglect. Some are HIV positive, while others come from child-headed households. All are in need of healing, comfort, and a fresh start. Children at the Tree of Life receive

both the educational and spiritual development that will dramatically transform their future and bring holistic change to a nation in need.

THE LEGACY LODGE VILLAS AND SUMMIT



The need to build accommodations to house 100 Camp Life participants for each of the seven weeks during June-July to work with orphans became evident due to ever increasing housing costs.

Family Legacy constructed and opened Legacy Lodge in 2014. Comprised of five on-site villas with 60 rooms and outfitted with the modern amenities of home, Legacy Lodge can accommodate up to 120 guests, providing ample space for reflection, fellowship and rest. Situated on the beautiful hilltop plateau of the Family Legacy property, the lodge overlooks the Tree of Life Children's Village and is centrally located to the Legacy Center where Camp Life activities are held throughout the summer months. The Legacy Center has a kitchen and a large meeting room that can seat

1,000. It is used for Sunday services and other gatherings for the Tree of Life children and staff.

In addition to providing cost-effective accommodations for its own use, Legacy Lodge has also become an income-generating asset to Family Legacy through rental to other organizations, businesses and government groups.

To make better use of those villas the rest of the year, construction was started on an adjacent conference center, the Summit, which includes conference rooms, a dining facility, and lodging for short-term staff. The not-yet-completed Summit will be a state-of-the-art conference center that can handle groups as large as 200 people. The Summit is about 85% complete, but construction has been temporarily halted.

WHY ZAMBIA?



With a population of almost 16 million people, Zambia's one million orphaned children represent the highest per capita orphan rate in the world. A median age of 16.7 years means that half of Zambia's population are children. It is truly a nation of children raising children, facing the daunting challenges of poverty and the needless deaths of their parents. Stigmatized and abandoned, they have been left to survive with little to no food and virtually no hope for an education. Zambia has the 7th highest AIDS infection rate, and the 8th lowest life expectancy rate in the world. 70% of children do not make it past grade 7, with only 5% graduating high school. It is a nation caught in a cycle of poverty, poor education and disease.

It is Family Legacy's belief and vision that through quality education and a Christian worldview, Zambia's orphans of today will break this cycle and become the country's workers, leaders, doctors, teachers and physicians of tomorrow – well educated, embracing Christian values and living by the highest moral code. In fifty years, Family Legacy believes that Zambia will be transformed into a leader on the continent of Africa.

Videos that will grab your heart

[What it Means to be an Orphan](#)

[Camp Life Zambia 2017](#)

[Make Education a Reality](#)

[Thank you from our Students](#)

[Video Testimony - Greg Pipkin](#)

[Video Testimony - Frank Tsuru](#)

HISTORY

In June of 2000, Family Legacy's founder, Greer Kendall, traveled back to the country of his birth – Zambia, Africa. It was a trip that changed everything. It was during this trip and subsequent trips with his wife Susan that the Lord began to open Greer's eyes to the stark and shocking reality of the orphan crisis in this south central African country.

Due to the scourge of HIV/AIDS and the extreme poverty, Zambia had become home to the largest percentage of orphans in any country in the world. Zambia was a land in crisis, and the children were quickly becoming a lost and abandoned generation.

Beginning in 2002 with a vision to bring the hope and saving grace of Jesus Christ into the lives of orphan children through the first ministry program of Camp Life, eight Americans traveled to Zambia. In 2007, with an effort to minister to the children year-round, the sponsorship program now known as the Legacy Academy Child Sponsorship Program began. The ministry grew and grew over the years, and in 2009, the Tree of Life Children's Village opened its first home. With an overwhelming need to provide a quality Christian education, the first schools were opened in 2010.

Today, Family Legacy is dedicated to one goal: transforming Zambia...one child at a time. Over 8,000 Americans of all ages have traveled to Zambia to bring hope to tens of thousands of orphans whose lives have been transformed through the saving grace of Jesus Christ.

ORGANIZATIONAL STRUCTURE

[Family Legacy Missions International](#) (FLMI), headquartered in Irving, Texas, is a Christian 501(c)(3) non-profit organization. FLMI has a ten member Board of Directors and an interim CEO. The Board is comprised of successful business people who have been to Zambia multiple times and are highly engaged within the ministry, with some sponsoring as many as 60 orphans! The CEO reports to the Board and reporting to the CEO are the positions of the Chief Development Officer, VP-Communications/Creative Services, Chief Financial Officer, and Chief Program Officer, and Country Director (in Zambia). A complete list of the Executive Team and Staff and Board is on the FLMI website.

FLMI funds its programs through two affiliated entities in Zambia – Family Legacy Missions Zambia (FLMZ) and Lifeline Enterprises, Ltd. FLMZ is the Zambian equivalent of a U.S. non-profit and Lifeline is a for-profit entity. The Boards of FLMZ and Lifeline are comprised of directors and employees of FLMI.

In the Irving office, there is a staff of approximately 25, of which most raise support for about half of their compensation. Some are fully support raised. In Zambia there are about 950 national salaried staff (including 450 teachers), plus about 15 Americans of which about half raise half of their own compensation.

JOB DESCRIPTION

Responsibilities

- Reports directly to the Board of Directors through the Board Chair and is the organization's representative/spokesman.
- Evaluates strategy results and provides periodic reports to the Board.
- Provides the overarching leadership to the organization in a servant leadership, transparent style as well as the strategic leadership needed for the effective functioning of the ministry in reaching its goals. Mainly will be responsible for the leadership of the support staff in the Irving office, with most of the leadership responsibility over the Zambian employees being delegated to the Country Director.
- Provides a vision for the ministry's mission.
- Determines the annual budgets, capital expenditures and obtains approval of such from the Board, then ensures through monthly reports to the Board that finances adhere to such budgets.
- Assures that the fundraising, sponsorships, financial management, stewardship and human resources are consistent with Family Legacy policies, projections and objectives.
- Ensures that communications (website, internet communications, mailings, printed materials, videos, etc.) reflect the ministry's high standards of excellence.
- Engaged in public relations activities for the sake of increasing awareness of the brand and mission, and the creation of synergistic relations in philanthropic circles, with churches and ministries, governmental entities and other NGOs.
- Continues to grow the staff of the ministry commensurate with its needs.
- Runs Camp Life and Dream Camp in Zambia for two to three months each year when different groups of participants come to develop relationships with orphans.
- Travel beyond the summers in Zambia is in the 10-20% range and mostly in the US.

Professional and Personal Qualifications

Calling, Faith Walk and Personal Character

- Personal calling to this role and mission to both engaging American families in the Great Commission and loving the orphans!
- Active in a local expression of the body of Christ.
- Evidence of a genuine, personal relationship with Jesus, and a heart set on fire by the love of God.
- Unquestionable integrity and an interpersonal style that easily engenders trust.
- Meets the biblical and spiritual qualities for leadership and being an elder.

- Practices the basic disciplines of prayer, Bible study, giving, and good works; is tuned into God through the inner working of the Holy Spirit; and is well-equipped to serve as a spiritual leader.
- Has a pastoral side and personally cares for people.
- Appreciates the diversity of believers' theological viewpoints yet stays focused on salvation and spiritual growth.

Professional Qualifications

- Exceptionally effective EQ, including self-awareness of what one is feeling, thinking and doing, and the ability to sense the same in others and modify his or her approach to develop a cooperative/energized spirit.
- Mentor, good at developing leadership in people, and developing their full potential.
- Excellent interpersonal skills and the ability to interact diplomatically with diverse supporters and groups.
- Ability to develop an effective, tight-knit team where there is an abundance of mutual trust.
- Practices “management by walking around” to connect with people.
- Open to differing points of view and able to engage with convicted civility.
- Gracious, approachable, personable, collegial and authentic.
- A Bachelor’s Degree or higher in a field relevant to the ministry would be expected. There should be theological knowledge whether through formal education or personal Bible study.
- Proven effective leadership experience (supervising supervisors) with experience working with a board of directors. Experience that combines business-world and ministry leadership would be ideal.
- Keen cross-cultural awareness, and hopefully experienced in such.
- Possesses the spiritual gift of leadership and has demonstrated the ability to work with a leadership team and staff members to grow an organization, as well as significant experience in an executive leadership position in a complex organization.
- Experience in fundraising is required; must be effective in developing donor relationships and “doing the ask.”
- Highly effective public speaker in front of small and large groups; able to reach various types of audiences and succinctly communicate ideas.
- Demonstrated ability to execute multiple projects in a fast-paced, dynamic, collaborative, results-oriented environment.
- Proven project management skills, including ability to report on project status to key stakeholders throughout the process; ability to adhere to budget and deadlines by effectively managing available resources.
- Strong presentation skills.
- Can-do, positive attitude and team approach.
- Excellent attention to detail, yet easily delegates when appropriate.
- A winsome and visionary person who will lead a team which is committed to transforming the lives of orphans and their sponsors.

It is not expected that anyone will be strong in all areas.

SEARCH PROCESS

Bruce Dingman of the Dingman Company, Inc. (an executive search firm which has a successful track record of similar searches www.dingman.com) is conducting the search. This opportunity will be shared with people who might be potential candidates or who might know potential candidates. The search firm will establish a list of interested and qualified persons and then conduct follow-up telephone calls.

Given the need is immediate the search will move quickly. Those candidates holding strong promise will prepare a detailed resume and respond to a Candidate Questionnaire. The search consultant will then conduct personal interviews of the strongest, most appropriate candidates and the candidate's spouse will be invited to join in that interview. The next step will include checking candidate's references, verifying degrees, and completing a background check.

In a normal search process in collaboration with Family Legacy Ministries International, the list of candidates will be narrowed to approximately four individuals who will then be interviewed comprehensively by the Board's search committee. Interviews would in the normal process take place no later than April/May, but in this case excellent and thoroughly vetted candidates will be presented as quickly as possible.

The Dingman Company, Inc. is a retained executive search firm devoted exclusively to serving our clients in matters of executive selection. While many of our assignments are in the corporate sector, due to our faith, we also serve many non-profit organizations who are followers of Jesus Christ.

Our client is committed to a process that represents equal opportunity employment and does not discriminate in any way based on gender, race, age, color, national origin, veteran status, medical condition, or physical or mental disability. However, for searches on behalf of religious organizations, candidates will be evaluated based on that organization's theological beliefs and religious practices.

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 generally be made until mutual interest has been established. Reference checking will require the candidate's permission to access third parties. The search consultant and the search committee will be cautious and sensitive as needed in trying to preserve any candidate's anonymity.

For further information on this position, please contact:

Bruce Dingman
President
Bruce@dingman.com
(818) 378-7755

STATEMENT OF FAITH

God

We believe that the Godhead exists eternally in three persons -the Father, the Son, and the Holy Spirit – and that these three are one God, having precisely the same nature, attributes, and perfections.

Jesus

We believe in the deity of Jesus Christ, His virgin birth, sinless life, miracles, death on the cross to provide for our redemption and propitiation of sin, bodily resurrection and ascension into heaven, present ministry of intercession for us, and His return to earth in power and glory.

Holy Spirit

We believe in the personality and deity of the Holy Spirit, that He performs the miracle of new birth in an unbeliever and indwells Believers, enabling them to live Godly lives.

Bible

We believe in the divine inspiration of the Scriptures. The whole Bible, in the original manuscripts, is inerrant. As the revelation of God, we believe the Bible to be the sole authority and sufficiency with regard to Christian faith and practice.

Man

We believe that man was perfectly and originally created in the image of God. Adam and Eve fell through sin, and as a consequence of his sin, lost his spiritual life and was separated from God. This spiritual death has been transmitted to the entire human race of man since birth. Thus, every person is born into the world with a sinful nature apart from saving grace.

Salvation

We believe that, due to universal death through sin, no one can enter the Kingdom of God unless they are born again. Our redemption has been accomplished solely by the blood and sacrifice of our Lord Jesus. We believe that the new birth of the Believer comes only through faith in Christ. No other acts, such as confession, baptism, prayer, faithful service, or manifestation of certain spiritual gifts, are to be added to believing as a condition of salvation.

TESTIMONIALS FROM AMERICAN FAMILIES

"Camp Life has transformed our family. It absolutely changed our world to get to go to Africa as a family. It is an unbelievable experience. It has bonded us in a completely new way."

Todd Brock | CEO, The Brock Group | Houston, Texas

"God used an orphan boy named Jordan who wanted to hide his face from the world to set a lifetime of purpose in the heart of my son."

Cindy Brinker Simmons | Author, Community Leader, Brinker Simmons, Inc. | Dallas, Texas

"Our family's collective passion, the thread woven throughout all six of our lives, is our common love for the orphans of Zambia."

Todd Utz | Partner, High Five Media | Oklahoma City, Oklahoma

"The tears rolled down my face as I realized that my life had been changed by the least likely individual in the entire assembly - a five-year-old Zambian orphan."

Roey Diefendorf | CEO, Diefendorf Capital, 3 Dimensional Wealth | Long Island, New York

"They were once just faces in a crowd, a statistic...they no longer are just another face, but real children longing to be loved, cherished, rescued and acknowledged."

Brenda Stoltzus | Homemaker and Community Leader | Lancaster, Pennsylvania

"The Lord is opening my eyes up to not being indifferent towards issues 'outside my backyard.' He is teaching me about laying up more treasures in heaven rather than on earth. The trip blessed me in seeing Christians from all walks of life be drawn together to see the needs of others."

Hans Blake | Founder, Intelligent Investing | Greenville, South Carolina

"It gives you a common goal as a family - saving a generation of orphans for His Kingdom."

Frank Wright | Partner, Gardere | Dallas, Texas

"What we didn't realize was that Camp Life is, and will likely always be, the single most impactful experience of our lives. What we thought would be a one week mission trip has become a lifetime ministry for my entire family."

Clifford Hickey | Managing Director, The Anschutz Investment Company | Denver, Colorado

"God used Africa and Zambian orphans to mold me toward the person He wants me to be. African missions work, who would have thought.....clearly God did!"

Allen Sockwell | Founder, Sockwell Performance Advisors | Austin, Texas

"Going to Zambia with my family the last four years has shown me what is really important in life. We have bonded over our love for these children."

Audrey Birdwell | 12 years old | Houston, Texas

"Our family and our experience in traveling to Zambia and being part of Camp Life has drawn us closer together across three generations."

Sam Bradshaw | Triad Energy Corporation | Dallas, Texas

"Each one of these children is a child of God, with hopes and dreams and desires no different than our own kids would have."

Heather Washburne | Homemaker and Community Philanthropist | Dallas, Texas

"I have a boy that for three years has told me he will be president of Zambia one day! He says it without reservation, looking me directly in the eye."

Al Sorrels | SVP, Majestic Realty Co. | Dallas, Texas

"As a dad, it is a blessing to see my children step out in faith to serve other children. Together, we have learned what God's heart truly beats for."

Brandon Lackey | Technology Entrepreneur & Co-Founder, Drone Pilots Network | Houston, Texas

"When my girls first saw me and gave me huge hugs, I felt the sudden compassion of Christ rush throughout me."

Mary VanLoh | 12 years old | Houston, Texas

TESTIMONIALS FROM ZAMBIAN CHILDREN

"Before I started coming to Chaisa Legacy Academy, my brothers and I walked the streets, picking up empty bottles. I am so happy Jesus made a way for me to start school."

Andrew Banda | single orphan, 11 years old | Chaisa Legacy Academy

"I think about my sponsor all the time and I write her often."

Taonga Mbewe | single orphan, 12 years old | Chawama Legacy Academy

"Now I will finish my schooling and my next dream is to become a doctor when I grow up!"

Miriam Chileshe | double orphan, 15 years old | Kanyama Legacy Academy

"I did not know how to read or even hold a pencil. School has changed my life and I am thankful to God and my sponsor for making all of this possible for me!"

Gilbert Nkhata | single orphan, 8 years old | Kanyama 2 Legacy Academy

"Before I came here, I didn't have anyone to teach me how to read. In the next 50 years, I want to be a lawyer because people abuse other people's rights, and I want to stop that when I grow up."

Eoclidah Chama | single orphan, 13 years old | Ibex Hill Legacy Academy

"I am glad to take my medicines every day. Here I know Jesus will keep me alive."

Bupe Sulwishi | social orphan, 10 years old | Tree of Life Children's Village

"I heard the story of Dr. Ben Carson and that's when I decided to become a doctor. He became a surgeon and I want to be a surgeon, too."

James Chama | double orphan, 16 years old | Tree of Life Children's Village

"When I think about Family Legacy, I thank God. I tell Him how He is wonderful and am thankful He loves me! I used to think I was nothing, but now I will become somebody!"

Beauty Mulenga | double orphan, 17 years old | Tree of Life Children's Village