



www.crossworld.org
Kansas City, MO.



Director of Development Opportunity Profile

Assisted by



OVERVIEW

Perhaps the most untapped, high potential area today for worldwide evangelism is via the workplace... discipling, equipping and resourcing Christ-followers around the world to live out their faith in all of life, including the workplace. One way may be assisting a gifted entrepreneur to launch and/or grow a sustainable business - as a means of viable identity and gospel impact - that openly operates under Biblical principles and demonstrates the love of Christ. Another may involve partnering with international churches to launch workplace discipleship movements among their members. Yet another may be resourcing national believers to launch God-honoring businesses that bring spiritual and economic development to difficult regions. Maybe most stunning of all is mobilizing seminary-trained pastors to lead international churches in cross-cultural settings, providing the care and equipping they and their families need to lead congregations who see their work as their primary ministry. Oftentimes all this is done in countries with restricted access to the gospel. Crossworld is on the cutting edge of missions! This is Crossworld.

The right person for this role will first and foremost feel called to the mission and the role.

HISTORY

Founded in 1931 as “Unevangelized Fields Missions,” in Toronto, Canada, it opened a sending base near Philadelphia in 1941. Theologically conservative and evangelical in orientation, its founding purpose and approach was to send vocational Christian missionaries to unreached parts of the world to make disciples and establish churches.

In 2004 the name was changed to Crossworld, and in 2010 it moved its headquarters to Kansas City, a more central and more economical location where it shares facilities and back office services with a like-minded organization, Avant Ministries.

Under the leadership of President Dale Losch, Crossworld recalibrated its vision in two significant ways. First, it began seeking ministry workers from all professions – including workers from traditional religious professions. Second, it strengthened its focus on disciple-making. Crossworld today comprises roughly 300 cross-cultural workers in 30 different countries involved in church planning, business, education, medicine, sports, ministry outreach, translation, and a variety of secular professions.



A MISSIONS GAME CHANGER

For most of the history of missions, 99% of believers have often been relegated to a behind the scenes support role when it comes to the Great Commission. We have said, “You can pray, and you can give. But leave the full-time missionary task to religious professionals.”

Meanwhile, the world has changed. Most of the unreached live in countries where you can’t go as a mission worker.

What will it take to bring God’s love to life there?

Like many evangelical missions’ agencies Crossworld is committed to the establishment and growth of churches in least-reached places through various kinds of vocational missionary work, including youth and children’s ministry, theological education, evangelistic outreaches, relief and development efforts and so on. But today, with its vision to engage the whole body of Christ through incorporation of marketplace professionals, Crossworld has brought a focus to faith in the marketplace (training Christian business professionals whether nationals or ex-pats) and entrepreneurs (Business as Mission) to engage their faith through work and all of life. They accomplish the latter (Business as Mission) through partnership with an affiliate faith-based business development company.



This position serves the fund-raising needs of both Crossworld and its affiliate, X.

ORGANIZATION STRUCTURE

This position reports to Crossworld’s VP of Advancement who also oversees the marketing and communications efforts of Crossworld. The position of Director of Development is supported in his or her fund-raising efforts by a full-time administrative person, with strong participation by Crossworld’s President, Dale Losch.

This position is hired as an employee of *Crossworld* and receives salary and benefits through that organization. While the financial compensation is modest, as in many faith-based organizations, the work is extremely meaningful and rewarding. A candidate may come to this position with existing support (if they come from a faith-based ministry) or from a salaried position. Depending on their situation, this position may be fully salaried, or a combination of salary and donated support.

CURRENT PROJECTS

The current fundraising projects can be seen at <https://crossworld.org/give/projects>

FUNCTION

The Director of Development coordinates and executes all fundraising efforts within Crossworld and a key subsidiary. Working closely with Crossworld's and the subsidiary's President and senior leadership, the Director of Development creates and directs an over-arching development plan to fund Crossworld's dream of "Disciple-makers from all Professions."

AREAS OF RESPONSIBILITY

- A. Lead all fundraising efforts on behalf of Crossworld and its' subsidiary.
 1. Develop and execute the strategic fundraising plan, engaging the Presidents and senior leadership as appropriate.
 - a. Develop, update and guide a comprehensive fundraising plan that focuses on Major Donor relationship development, leveraging Crossworld and subsidiary leaders as well as personal engagement to maximize and grow funding over time.
 - Engaging with relevant foundations, growing funding from foundations over time.
 - Growing the donor base to Crossworld's and the subsidiary's General Fund and Strategic Advance funds.



- Expanding awareness, engagement, and participation across both Crossworld's and its' subsidiary's boards for resourcing our shared Dream.
 - Develop and direct a comprehensive legacy / planned giving effort that follows best practices in the industry.
- b. Coordinate the creation and execution of all Development-related publications with the Communications Department in support of both organizations.
 - Web site / social media
 - Case statement
 - Newsletters
 - Marketing materials
 - Other messaging tools
 - c. Develop strong understanding and utilization of Crossworld's technology for capturing, tracking, and measuring strategic contacts for both organizations.
 - d. Track and report on Development's progress towards funding goals for both organizations.
 - e. Event planning and coordination per Development's strategic plan with the assistance of Shared Services, coordinate, oversee and execute administrative tasks associated with all aspects of Development.
- B. Other organizational roles and responsibilities.
1. Participate in daily staff prayer times for our international staff. Lead this prayer time occasionally.
 2. Participate in weekly staff meeting. Lead this meeting as requested.
 3. Engage in special projects as assigned.

REQUIREMENTS

This position is based at Crossworld's Kansas City campus and requires some domestic and international travel. The employee must be able to function efficiently working from a private office on campus and in various settings off-campus.

Religious requirements: As a church organization that exists for religious purposes, Crossworld requires that all employees profess faith in Jesus Christ; be supportive of the Crossworld doctrinal statement; be an active member of an evangelical Christian church; be willing to participate in events, including Christian services, held or sponsored by Crossworld; be willing to share their

personal testimony; refrain from committing any act which detracts from the Christian testimony and ministry of Crossworld and fulfill other ministry functions and requirements that may be requested by Crossworld.

Crossworld holds to biblical standards concerning sexual conduct. We believe the Bible teaches that marriage is to be a lifelong union between one man and one woman, and that the sexual relationship is to be enjoyed uniquely within the context of marriage (Gen. 1:26-27; Ex. 20:14; 1 Cor. 6:18 - 7:4; Gen. 18:20; Lev. 20:13; Rom. 1:26-27). Because of our understanding of the biblical teaching on this matter, Crossworld does not employ or retain for employment individuals engaged in sexual conduct outside of the bounds of a heterosexual marriage relationship.

STRATEGY

- Serve as a key player within the leadership of Crossworld.
- Lead the development of annual fundraising plans.
- Involvement in the development of measurable ways to share the story of ministry impact and global response to our strategies.
- Develop and implement strategies to identify, cultivate, and solicit donors including individuals, partners, and foundations.
- Define the process of donor recruitment and development process
- Broaden donor network at every level through the use of innovative technology and commitment to evolving relationship management tools.
- Work with the Board to motivate high potential donors to move from occasional or mid-level gifts to major partnerships.
- Nurture relationships with existing donors in order to maintain and grow support for Crossworld.
- Oversee the development of fundraising forecasts and goals and facilitate regular review of progress towards those goals.
- Oversee the planning and successful execution of fundraising events.

MANAGEMENT

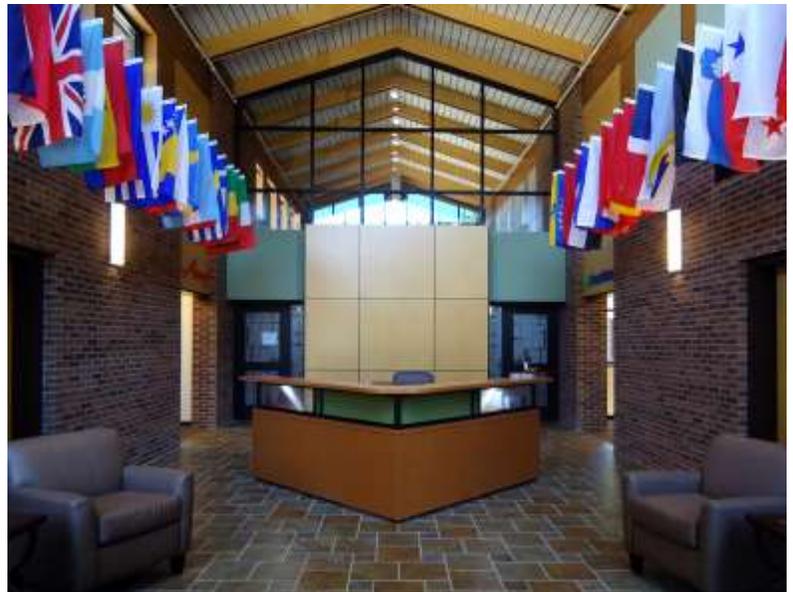
- Between serving Crossworld and the affiliated ministry partner this is a full-time position and works in a tight-knit small team manner reporting to Crossworld's VP of Advancement. The Director of Development, while reporting directly to Crossworld's VP of Advancement, will also closely collaborate with the Presidents of both entities to ensure good alignment in purpose and outcomes.
- Lead as a spiritually mature teammate worthy of followership with humility, flexibility, creativity and analytical management skills to manage the development team.
- Mentor motivate and model best practices providing vision, leadership, and overall management for the Development team on a daily basis.
- Take the initiative to share the vision and successes of the ministry in ways that motivate others

to act on behalf of the ministry—communicate persuasively with internal and external stakeholders.

- Keep both Crossworld and X leadership advised of results, both negative and positive, regarding donations and trending of donations.
- Work with the VP of Advancement to develop presentations, proposals, and donor education materials.
- Oversee the utilization and reporting donor database (Donor Direct and Sitestacker).

KNOWLEDGE

- Planned giving tools and strategies.
- Consultative sales concepts and strategies.
- Technology related to fundraising (CRM's) and web-based communication. Knowledge of Donor Direct and Sitestacker a plus.
- Knowledge of current social media environment and methods useful to leverage relevant internal technology to acquire new customers, donors or partners.
- Experience managing a multi-million-dollar major gifts portfolio a plus.
- Knowledge of current trends in professional financial services for high net-worth individuals or families.
- Knowledge of charitable giving trends, particularly in the areas of capital campaigns, major gifts, and planned giving will be extremely beneficial.



SKILLS

- High awareness of the emotions of self and others... demonstrated through effective listening, attention to non-verbal cues, tact, patience, and courtesy commonly referred to as “EQ.”
- Personal networking passion that yields meaningful and transparent relationships.
- Business acumen for accurate forecasting and effective resource management.
- Project management leadership, support, and implementation skills.
- Prioritize objectives and measure the effectiveness of fundraising staff.
- Identifying and convening key target audiences for the fundraising task.
- Success in the marketplace or in ministry “closing million-dollar+” investments.
- Communicating effectively both orally and in writing.

ABILITIES

- Able to articulate the Gospel and the ministry of Crossworld with clarity and enthusiasm.
- Able to effectively interface with high-net worth individuals, foundations, and business leaders.
- Able to effectively paint a vision that will inspire others.
- Able to work independently, remain self-motivated and on task because of a strong work ethic.
- Able to present compelling messages to small and large groups. True platform “gravitas.”
- Able to establish rapport and maintain respect with leaders and members of all Christian denominations, focusing on issues that unite rather than those that divide.
- Able to communicate a “shepherd’s heart” for the people God puts in their paths, through spiritual maturity and prayer.
- Able to humbly keep ego in check and assist others in collaborative teamwork.
- Courageous creativity that builds on past success and imagines new markets, methods, and messages.



QUALIFICATIONS AND EXPECTATIONS

- Bachelor's degree in business, marketing, communications or a related field; Master's degree would be preferred but not required.
- Sales/marketing or fundraising success as a significant individual producer with the demonstrated ability to set objectives and manage performance to successful outcomes.
- 10+ years' experience in fundraising or sales related work with proven successes.
- Availability for travel 20-30% of work time.
- Facilitation skills for strategic planning sessions.
- Successful experience in managing a portfolio of investors/funding sources/major gift donors with a specific emphasis on prospecting, networking, and relationship development that results in a committed investment partnership.

EVALUATION

The organizations' Presidents and Vice President of Advancement will conduct quarterly checkpoint reviews and an annual evaluation.

SALARY AND BENEFITS

Salary is determined annually by the President. The employee is provided the medical, life and retirement benefits of all full-time employees. Annual vacation is 15 days. Eleven holidays and 10 sick days are provided annually. This position is classified as exempt.



CROSSWORLD'S STATEMENT OF FAITH

Please see <https://crossworld.org/about/our-beliefs>

KANSAS CITY...THE "SLEEPER"

Shhhh...we don't want everyone to know. The 2nd best major city for a modest cost of living is Kansas City. (Buffalo is #1). Yes, the cost of housing is low, but growth is happening so fast that it is climbing.

The quality of life is high, education and health care are really good, and the climate is good if one likes the change of seasons (winter not too brutal and summer does not have high humidity). People not knowing Kansas City beforehand are usually surprised as to how pleasant and livable Kansas City is.

Airport connections are good and there are lots of evangelical churches within this growing hi-tech and entrepreneurial community.



THE SEARCH AND SELECTION PROCESS

The search committee is charged with vetting candidates for the position and is assisted on a pro bono basis by Bruce Dingman, a board member of Crossworld. 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, have telephone interviews with Bruce Dingman. Those holding the most promise will be interviewed in person by Bruce. Next, references and backgrounds will be checked, degrees verified, and an extensive candidate profile will be prepared by the search firm. Then the candidate and spouse will be interviewed in person by a leadership team from

Crossworld and X, the business development company affiliate.

There is a desire to move swiftly yet with due process and the Lord's timing. A candidate could be presented to the interviewing team as early as August 2019 or into the Fall.



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 with IRS church status, Crossworld employment is contingent upon agreement with statement of faith, Crossworld's religiously held convictions, and the policies and practices of the ministry.

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 some of our assignments are in the corporate sector, due to our Christian faith, we primarily serve non-profit organizations in the Christian community.

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

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