



PRESIDENTIAL SEARCH

MISSION TRAINING INTERNATIONAL

OPPORTUNITY PROFILE



Presented by The Dingman Company

ABOUT

Mission Training International's vision is to see cross-cultural messengers of the Gospel of Jesus Christ experience effectiveness, endurance, and personal vitality. MTI accomplishes this through serving churches and other sending agencies by developing and equipping their long-term, cross-cultural messengers of the gospel of Jesus Christ.



The major strategies for accomplishing this mission include two main programs: [Compass](#) (a four week course preparing long-term missionaries for overseas field assignment) and [DAR](#), which stands for "Debriefing and Renewal" (re-entry program for missionaries in transition).

*"I don't think I would be doing HALF as well as I am doing in my new country without the **Compass** program. I look back on it at least once a week with very fond memories. I am still in touch with multiple friends from the program. I truly feel the training helped me accept the culture in my new country and give myself the grace to make mistakes and be tired."*

MTI is also involved with Catalytic Gatherings for North Americans like MHM: Mental Health in Missions and ICLL: International Congress on Language Learning and Global Collaboration to equip, empower, and encourage the newer sending countries of the world.

Spanning the last four years MTI has provided training and debriefing to 280 organizations and churches with an average of 434 people (including children) going thru Compass and 530 people (including children) going thru DAR each year.

Doing cross-cultural ministry is difficult and requires more than a sense of calling. It requires a broad set of skills and a healthy approach to life and ministry. A large majority of cross-cultural workers aren't adequately prepared for their calling, which leads to frustration, burn-out, or more destructive patterns. This is where MTI can help. For 67 years, MTI has been providing relevant, practical, in-residence training on the core issues that contribute to the effectiveness, endurance, and personal vitality of cross-cultural messengers of the Gospel. There are three dimensions to our unique approach to training:

Life-sharing Community

Our programs are immersive—participants come to the edge of the Rocky Mountains and live in a community of other cross-cultural workers going to the field, or at home for furlough/returning, for the duration of their training/debriefing. A major make-or-break issue for cross-cultural workers is unhealthy relationships or unresolved conflict on their own team, or family. MTI's interactive community-enhanced training focuses on creating strong team relationships and living in a healthy Christian community, which means engendering depth and vulnerability in relationships and resolving conflicts when they arise. This experience of living in true Christian community shapes each person individually while also creating an internal desire to replicate that community wherever they go.



Paradigm-shifting Tools

Missionaries need practical tools to help them thrive long term. We provide tools in language acquisition, communication, and understanding self and others. Many arrive with idealistic expectations and need to understand the real difficulties they will experience and how to navigate them effectively. By the end of the program, they have a quiet confidence that comes from realistic expectations and a framework for how to live and serve well for the long haul.

Heart-healing Process

We do not simply give skills; we deal with heart issues, such as: How do you deal with conflict? How do you react when things do not go as planned? Have you developed healthy attitudes and behaviors personally and within your family? These questions, and many others like them, must be addressed in order to succeed long term. We help singles, couples and families confront brokenness and find healing in a safe place, inviting them to hold tightly to their identity as a deeply loved child of God and to continue into an ongoing process of formation and freedom. This allows them to truly live the message of hope and transformation found in Christ, which will lead to effectiveness and thriving in ministry.

These three dimensions of our programs work together in powerful ways to prepare people to fulfill their calling and thrive long-term in ministry.



HISTORY

Mission Training International began decades ago in the hearts of missions pioneers Phil Armstrong, R.E. Thompson, and Clyde Taylor. In 1954, Missionary Internship was incorporated in Michigan. In 1955, 30 adults from five mission sending agencies completed the first 7-month internship session.

The unique focus of Missionary Internship grew from the concern for young missionary applicants who were well qualified academically but had little practical experience in church work and were not prepared to thrive in a new culture. The goal of this new organization was to reduce the rate of first term drop-outs by offering internship experiences that provided practical training in ministry and preparation for the stresses and adjustments of living and working in a different culture.

In 1961, God directed Missionary Internship to a beautiful, wooded site on the outskirts of Farmington, Michigan. On the rolling, heavily-wooded 26 acres, a campus was erected with residences for permanent staff, motel-type accommodations for participants in the various MI programs, dining, nursery, classroom, and office facilities adequate for new program development to better meet the current needs of missionaries.

By 1965, 1,000 missionaries had completed MI's program. In 1973, a 3-week pre-field orientation course was offered along with the 7-month internship program. Then, in 1975, the first PILAT (Program in Language Acquisition Techniques) was offered under the supervision of Dwight and Barbara Gradin.

By 1985, over 7,000 missionaries had completed training through MI. In 1992, MI moved from Michigan to Colorado Springs, CO. In 1996, MI became Mission Training International. By 2001, MTI had recognized the need for a campus that would better fit training needs and built a new training center in Palmer Lake, CO.



In 2013, MTI combined the two pre-field programs (SPICE & PILAT) into one 4-week *Compass* program. Mission Training International continues today at the forefront of missionary training. We are unique in the Christian community in that our focus remains exclusively on preparing missionaries and their families for cross-cultural life and ministry. Our nonformal approach is experience and affective-domain based and bridging the gap between formal education and life as it is lived in another culture.

Over and over through our history, God has provided and directed MTI in powerful and practical ways. We are honored to serve the thousands of cross-cultural workers that have been through our programs over the years. In the future, we will continue to follow God's leading in how to improve our programs so that the Gospel can be spread effectively around the world by people who have been truly transformed by its power. That is the only legacy we desire.

FACILITY

The MTI Retreat & Conference Center is in a convenient, close-to-town location that still feels secluded and inviting. It is intentionally designed to facilitate learning and community.



We offer:

- 28 [guest rooms](#) designed for maximum overnight comfort.
- A variety of large and small meeting rooms with audio/visual capabilities.
- Full-service kitchen providing three hot meals every day in our spacious, sunny dining room.
- Common areas arranged to build community and foster conversation.
- Easy access to trails for hiking and biking.



RESPONSIBILITIES OF THE PRESIDENT

- Reports directly to the Board of Directors through the Board Chair.
- Collaborates with the board to listen to God's direction for the organization.
- Works in conjunction with the COO, focusing on the outward facing facets of organizational leadership while the COO focuses inwardly.
- Serves as the organization's chief representative/spokesperson.
- With the COO, evaluates strategy results and provides periodic reports to the Board.
- Prioritizes promotion and development of vision and mission of the organization both internally and externally
- 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. Casts the vision for the ministry's mission.
- 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, and with sending agencies, churches and ministries and other NGOs
- Develops and fosters relationships and prioritizes development of funds for organizational needs. Continues to work on growth of staff of the ministry and commensurate with its needs.
- Travel is expected to be 30-40% and the spouse may join the president occasionally on trips.
- Please see President's [job description](#).

PROFESSIONAL AND PERSONAL QUALIFICATIONS

This person could come from having been a missionary, missions pastor, missions organization leadership, business executive with expatriate experience, the field of education or a member of the board of a missions agency.

Calling, Faith Walk, Experience and Personal Character

- Personal calling to this role and mission to prepare and/or debrief missionaries and their families for effectiveness, endurance, and personal vitality on the field.
- Missionary experience with a clear understanding of life on the mission field is important to understanding the mission of the organization, those on staff and those MTI serves.
- If not already experienced with MTI's programs the president will go through the programs ASAP.
- Evidence of a genuine, personal relationship with Jesus, and a heart set on fire by the love of God.
- Fully affirms MTI's [Statement of Faith](#).
- Unquestionable integrity and an interpersonal style that easily engenders trust.
- Meets the biblical and spiritual qualities for leadership.
- 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.

Professional Qualifications

- Exceptionally effective EQ, or emotional intelligence; 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.
- Excellent in developing a cohesive team without “silos.” This is a small enough team it can truly feel like a family. Everyone is here because of their heart for the very special mission.
- Mentor, good at developing leadership in people, and developing their full potential.
- Excellent interpersonal skills and the ability to interact diplomatically with supporters and sending agencies groups.
- Practices “management by walking around” to connect with people. MTI has a small staff which enables the CEO to know each member of the team personally.
- 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. Having lived abroad (not just a missions trip) is critical.
- 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 an organization.
- Experience in fundraising is needed; must be effective in developing donor relationships and “doing the ask.”
- MTI staff are a mix of paid positions and people who raise their own support. While the President’s position is fully paid, he or she must value, respect, and encourage those who raise their own support.
- 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 dynamic, collaborative, results-oriented environment.
- Strong presentation skills. Causes in others a contagious enthusiasm about MTI’s mission.
- Can-do, positive attitude and team approach. Values people and is highly approachable.
- Has at least 10 years to give to the role, and 20+ would be great.

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

SEARCH AND SELECTION PROCESS

Bruce Dingman of The Dingman Company, an executive search firm with a successful track record of similar searches (see: 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, ask for a thorough resume, a response to a questionnaire, conduct follow-up telephone calls and do a Zoom interview with the candidate and spouse.

Given that 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 via Zoom 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 MTI, the list of candidates will be narrowed to approximately four individuals who will then be interviewed comprehensively by the search committee. Interviews will hopefully take place in Palmer Lake, CO in March 2022.

The Dingman Company, Inc. is a retained executive search firm devoted exclusively to serving its clients in matters of executive selection.

MTI and The Dingman Co. are 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 MTI, 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:

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