



PRESIDENTIAL SEARCH

OPPORTUNITY PROFILE



Crossworld is a formative community of disciple-makers from all professions bringing God's love to life in the world's least-reached marketplaces.

Overview

King David is described as someone who shepherded his people "with integrity of heart and guided them with skillful hands" (Psalm 78:72). Leaders of such description are hard to find. Yet God-honoring character is essential for leadership in these times. The unprecedented pace of change and complexity also calls for competence. ***Crossworld seeks a leader of both character and competence.***

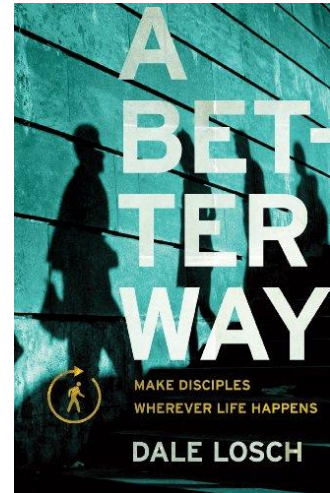
Crossworld is a formative community of disciple-makers from all professions. In 2010 after relocating the ministry from Philadelphia to Kansas City, Missouri, to enter a collaborative shared services relationship with a like-minded ministry (Avant), Crossworld made a significant pivot in its ministry focus. We recognized that we would only reach the world in our lifetime by engaging the whole body of Christ in the task, and by focusing on the basics of what Jesus told us to do: make disciples who make disciples. In 2011, we recast our vision to become: Disciple-makers from all professions bringing God's love to the world and least-reached marketplaces. ***Crossworld seeks a leader who understands and embraces this vision.***

Far more than mere words, this has become the heartbeat of who we are and what we do. It is something in which every believer, regardless of age, profession, or gifting, is to be engaged. Biblical discipleship is not a program; it's a lifestyle. It is not about a curriculum. It is all about relationship. Two relationships to be exact — an intimate relationship with God and His Word, and loving relationships with other human beings. ***Crossworld seeks a leader who embraces and models biblical discipleship.***

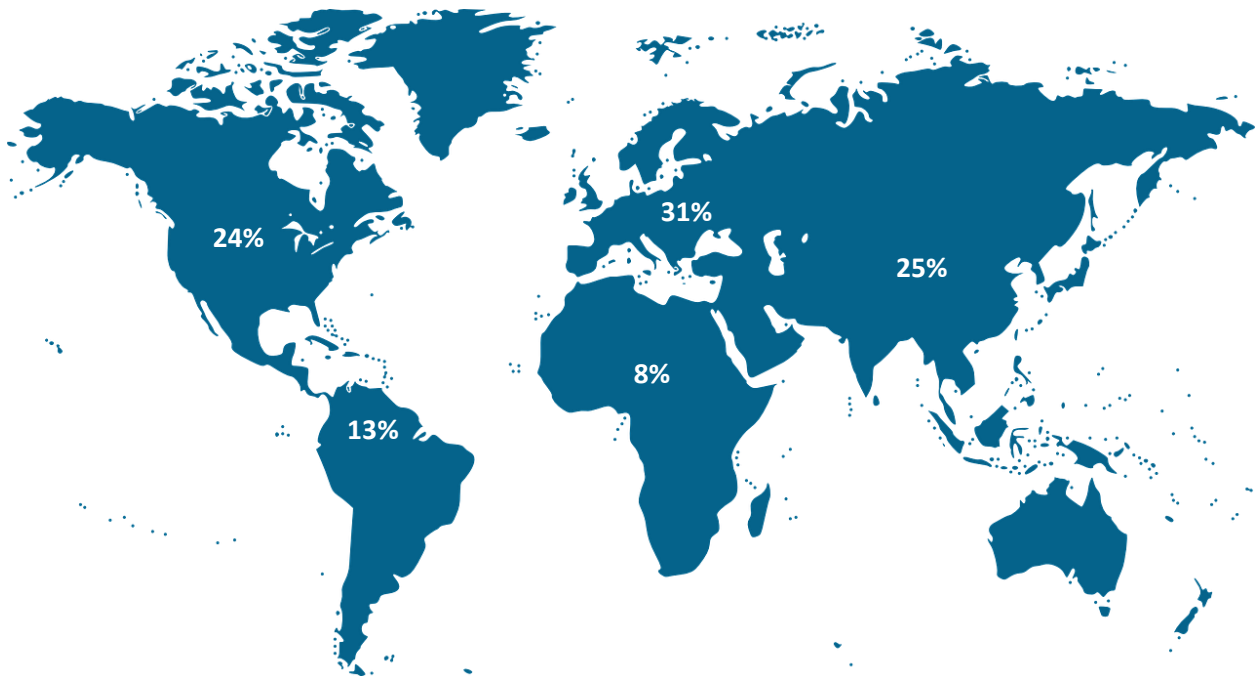
You can watch a message from Crossworld President Dale Losch [here](#).

Engaging all professions in Jesus' global disciple-making mandate means that we seek to leverage the God-given skills and passions of all believers, equipping and supporting them to integrate their faith in all of life, including their profession, and to live it out in the world and least-reached marketplaces. ***Crossworld seeks a leader who affirms traditional mission workers and marketplace workers alike as valued participants in the global harvest.***

Crossworld is committed to the ongoing pursuit of "better ways" in an ever-changing world that Dale Losch wrote about in his book, [A Better Way: Make Disciples Wherever Life Happens](#). We embrace innovation and change, not for the sake of change, but for the sake of effectiveness and impact. ***Crossworld seeks a leader with demonstrated ability in leading transformative change while instilling confidence and trust in those he leads.***



Crossworld has 280 cross-cultural workers. Field staff are distributed around the world: 31% in Europe, 25% in Asia, 24% in North America, 13% in Latin America and 8% in Africa.



Crossworld's discipleship focus underlies all ministry efforts and strategies, but our field personnel roles also have strategic focus distributed functionally with 34% in church planting, 29% in education, 6% BAM, 3% serving refugees and the balance in other distinctive roles. The annual budget is close to \$17M and there are healthy reserves.

Crossworld is a formative community. We are a diverse community of people from different ethnic, experiential, and even church tradition backgrounds, all redeemed followers of Jesus Christ, united by the Holy Spirit, for the purpose of raising up disciple-makers around the world. We are a caring family where relationships are important and investing internally in one another is as important as investing externally in those to whom we're called to minister. **Crossworld seeks a leader who genuinely loves and engages with people for their growth.**

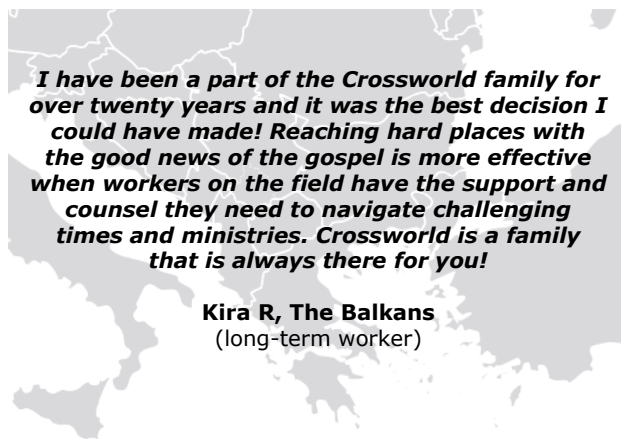
The Corporate Culture

The workplace ethos is oriented that "a stranger could join our executive team meeting and not know who the president was." The meaning of that is our executive team works very well together to make decisions, as a team. It's that team approach to making decisions at the executive level and with the support staff as well. EOS, the Entrepreneurial Operating System, was adopted as a management and decision-making system. EOS works for us because we have a commitment to six key areas, becoming strong in our **Vision**, maintaining **Traction**, addressing **Issues**, systemizing our **Process**, developing our **People**, and using **Data** to make better decisions.

At the heart of our ethos is our commitment to, and the development of, our formative community. Whether someone is a home office employee or field worker, we are striving to develop team players who Patrick Lencioni describes as humble, hungry, and smart. In addition to EOS being used on the home office side of our operations, we have developed (and are improving) a coaching system for our field workers that helps them **Thrive, Work**, and **Develop** as called individuals in their disciple-making ministry.

Our next CEO has to be a team player first and foremost and embody the traits as noted above that have become so important to us. Crossworld's Board and Executive leadership teams envision separate CEO (visionary) and COO (integrator) roles where these two individuals work closely together in conjunction with the full executive team to lead the ministry."

Testimonials



Significant Leadership Traits of a Crossworld President

Humbly spiritual: He will be a deeply spiritual man, with a humble spirit in leading a gifted leadership team and our global, multi-ethnic organization.

Courageously decisive: With discernment from the Holy Spirit of God, he will receive diverse human wisdom and counsel. He will lead decisively, even in urgent global crises, with godly courage but without being domineering.

Effective communicator: He will passionately and convincingly articulate the God-given vision, mission, values, and strategies of Crossworld.

Empowering shepherd: He will recognize and empower the gifting of those he leads, while providing spiritually nurturing focus to all of Crossworld in its great, global, gospel endeavor.

Resource development: He will lead the raising up and effective stewardship of the resources necessary to accomplish the vision God has entrusted to Crossworld.

Collaborative synergy: He will lead Crossworld in collaboration with others when synergistic networking will be mutually beneficial in mission accomplishment.



History of Crossworld

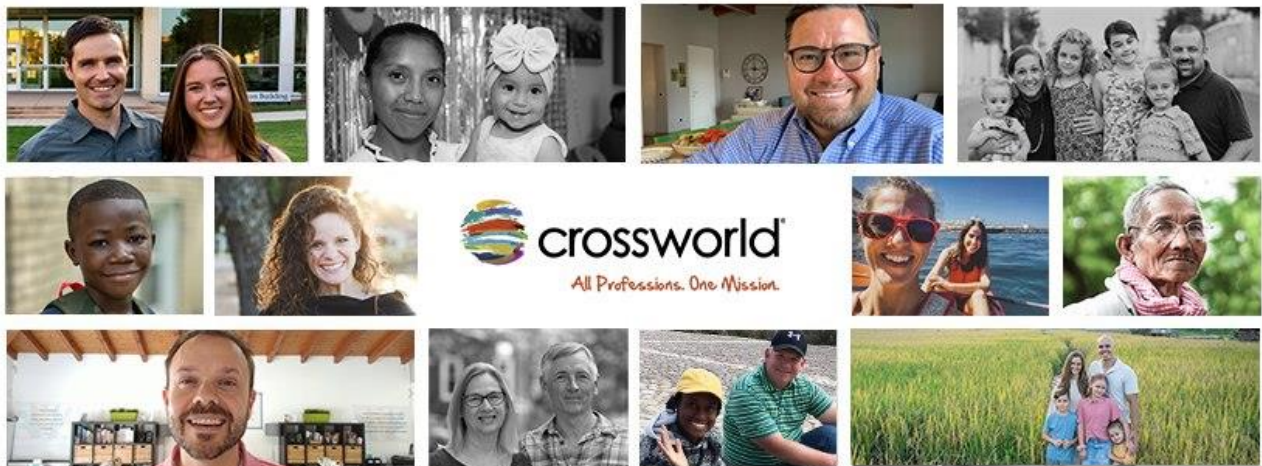
With roots in Great Britain, the Unevangelized Fields Mission, under the leadership of Edwin J. Pudney, opened its first North American office in Toronto, Canada, in 1931. Ten years later, the Pudneys moved UFM's North American headquarters to Philadelphia. Theologically conservative and evangelical in orientation, the mission's founding purpose was sending vocational Christian workers to unreached parts of the world to make disciples and establish churches.

In 2004, UFM changed its name to Crossworld, and in 2010 the organization moved its headquarters to Kansas City, a more centrally located and more economically suitable location where it shares facilities and financial services with a like-minded organization called Avant. The Crossworld Canada office, led by its President, is a separate legal entity but maintains a close working relationship with Crossworld in Kansas City.

Dramatic changes in our world have demanded significant adjustments for Crossworld to creatively pursue accomplishment of the vision God has entrusted to us. The Board of Directors of Crossworld is a well-balanced, diverse team of missions-minded professionals, businesspeople, and clergy, working closely with a dynamic Crossworld leadership team in finding new ways of accessing least-reached populations with the gospel.

Crossworld has depended on God's provision for all the resources He knows are needed for accomplishment of our vision from the days of our inception during the Great Depression. Fiscally conservative and financially responsible, Crossworld has weathered challenging economic environments with God's wise guidance through our Board of Directors, executive leadership, and much prayer.

Crossworld today comprises about 280 full-time, cross-cultural workers in 30 countries, involved in discipleship, church-planting, and a variety of professions including start-up businesses, education, medicine, sports, manufacturing, coaching, and English language training, all aimed at developing spiritually reproducing followers of Jesus Christ.



Global Trends Shaping Strategy

Accessibility | Roughly 60% of the world's population live in places inaccessible by means of our historic "missions worker" approach. Yet doors are wide open by means of English and business.

Technology explosion | Technology has transformed travel, communication, training options and more. It also means one's identity is public information. Crossworld workers need an authentic, consistent identity that makes sense no matter where they are in the world.

Urbanization | Cities have become the hub of society as world population has moved from 3% urban in 1900 to a projected 80% by 2050. Cities are a strategic place for spiritual engagement which will influence families and communities.

Immigration and migration | Millions of people are on the move particularly migrating from the under-developed and politically unstable. While in transition their great need provides great ministry opportunities. Also, the world is coming to North America, many from places inaccessible to traditional missionary work. Here they are far more open to considering the gospel and befriending Christ-followers.



The rise of the non-Western church | The global church is now predominantly non-Western. As Westerners, we must transition from being the drivers of missions to facilitate and empower the global church to take a more active role in finishing the task.

The unsustainability of the Western missionary model | With 60% of the world closed to entry as religious workers, a weakening global vision in North American churches, and the skyrocketing cost of sustaining the current model, we must seek new ways that complement our historic approach.

The rise of marketplace ministry | Billy Graham said, "One of the next great moves of God is going to be through believers in the workplace." Not only is it pragmatic, but it is biblical and right to engage the whole body of Christ.



The global marketplace | An estimated 7 million Westerners already live and work internationally. Many of them are Christ-followers, but they lack a vision for the gospel impact they could make through their jobs. We see this as a God-given opportunity to equip and mobilize thousands of disciple-makers into the harvest field where they already are respected and welcomed professionals.

International English-speaking churches | The recent explosion of hundreds of international churches in the major cities of the world affords a strategic opportunity to place pastors in least-reached marketplaces to spread the vision to be on mission through one's job.



Resourcing Crossworld's Ministries

Crossworld's ministries are resourced by a variety of means including donated income, investment income, services-generated income, and employment income.

Field staff funding depends on the nature of one's employment. Mission workers are generally supported through donated funds from partner churches and individuals — funds which the individual mission worker is responsible to raise. A services fee is assessed on all donated funds to cover a portion of the services provided by the home office.

Marketplace workers who affiliate with and receive support services from Crossworld generally derive their income from their employer. In many cases, if employment income is insufficient to meet the total financial need, a marketplace worker may also raise donated funds to supplement their employment income. They pay a fee for the services provided by the home office.



The leadership and administrative functions of the home office are resourced through a combination of service fees, support raised by home staff members, and to a lesser degree, other sources such as investment income, estate gifts, and foundation grants.

Those who serve on home staff are either salaried from the office budget, supported by donated income (which they raise, similar to a field staff person), or in some cases, a combination of both. The president's position is a paid role from Crossworld's General fund, however if he has or is able to raise support, this will be consistent with Crossworld's historic ethos and will be appreciated.



Key Skills and Experiences Desired in a Crossworld President

- Proven effectiveness in bringing doctrinally sound, mature spiritual leadership, to a diverse group of people, even in complex, crisis situations
- Effective management leadership in a multi-dimensional organization, preferably international in scope
- Cross-cultural living or working experience
- Effectiveness in strategic plan development and oversight to accomplishment in a complex organization
- Proven effectiveness in leading an organization through transformational change
- Effectiveness in collaborative leadership, partnering with different entities toward a common objective, while retaining their unique integrity.

Personal Attributes Desired in a Crossworld President

Deep reliance upon God: His priority on personal study of God's Word and passionate pursuit of God will inspire and permeate our organization spiritually.

Disciple-maker: As he lives this (our primary, global purpose), it will be a contagious lifestyle drawing others to the same.

Tender-hearted: The people of Crossworld will know our president loves them, prays for them, is compassionate, and responsive to their concerns.

Empathetic: Cross-cultural workers should know our president understands the stress, pressure, risks, and personal sacrifices of life and ministry far from "home."

Spiritually mature: Our global endeavor places our members on the front lines of confronting spiritual darkness and religious confusion. His spiritual maturity will contribute to their spiritual vitality and lead with biblical clarity.

Self-awareness: Our president will know himself, be aware of how people respond to him, and alert to the Holy Spirit's continual refinement of him.

Endearing: As our president represents Crossworld to churches, foundations, organizations, and a wide array of people globally, he will bring a sense of God's presence with him, communicate effectively, and build trusting relationships in widely diverse settings, including internationally through linguistic translators.

Family: If a family man, our president will faithfully model a God-honoring home, marriage, and biblical parenting/grandparenting, as with biblical overseers.

Requirements

Officing and travel | This position is based at Crossworld's Kansas City campus and requires domestic and international travel (20-40% of the time, depending on family considerations). The president must be able to function efficiently working from a private office on campus and remotely when necessitated by travel. Since some travel requires the president to stay as a guest in a private home or in relatively modest accommodations, he must be comfortable with such arrangements.

Religious requirements | As a church organization that exists for religious purposes, Crossworld requires that all employees profess faith in Jesus Christ; be fully 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. *The president will be seen as exemplary in all of these, setting the high standard for all Crossworld employees.*

Biblical standards concerning sexual conduct | Crossworld believes 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 this 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.

Policies and practices | The president will support and adhere to all the policies and practices of the ministry detailed in the [Policies and Practices Handbook](#).

Organizational Structure

The president reports to the Board of Directors. Reporting to the president are the COO (who is also over Advancement, and VPs of Finance (a shared role with Avant Ministries), Global Operations and Community Life.

Dale Losch, a Canadian and originally a Crossworld missionary to France, served as Crossworld Canada's president for 11 years prior to assuming his current role of Crossworld president in 2009. In 2019 Dale invited the Board of Directors to develop a long range "Succession Plan" which would involve the entire Crossworld Executive Team, aiming to provide each of them the opportunity to remain actively engaged in Crossworld global ministries AFTER transitioning from their executive roles. A humble man and effective leader, Dale will be a helpful resource to the new president.

Job description | The president will have a job description with clear expectations, reviewed annually by the Crossworld Board of Directors.

- 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. Casts the 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, financial management, stewardship, and human resources are consistent with Crossworld's 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, and with sending agencies, churches, and other like-minded ministries.

Qualifications and Expectations

- Masters or doctorate-level degree in Theology or Christian ministry-related field strongly preferred, or
- Masters or doctorate-level degree in business, organizational leadership, or related field (an asset but not required)
- 10+ years' experience in upper-level leadership of a ministry or business
- Availability for travel 20-40% of work time
- Collaborative leadership style
- A strong work ethic yet with life balance
- Strong organizational and relational skills
- 10+ years left to give to full-time work
- Meets biblical qualifications of an elder as outlined in 1 Tim. 3 and Titus 1

STATEMENT OF FAITH

Our understanding of God's Word drives everything we do. Here's what we believe — the truth upon which our mission stands.

God

We believe in one God, the creator of all things, eternally existing in three persons, Father, Son, and Holy Spirit.

Genesis 1:1; Deuteronomy 6:4; Matthew 3:16, 17; 2 Corinthians 13:14

Jesus Christ

We believe that Jesus Christ was begotten by the Holy Spirit and born of the Virgin Mary and is true God and true man.

Matthew 1:22, 23; John 1:1, 2, 14; Philippians 2:6, 7; Colossians 1:15-20

Scripture

We believe in the divine, verbal, plenary inspiration and the inerrancy and historical infallibility of the original Scriptures, and their supreme authority for faith and practice.

John 10:35; 2 Timothy 3:16, 17; 2 Peter 1:20, 21

Man

We believe that man was created in the image of God and that he sinned, thereby incurring not only physical death but also spiritual death which is separation from God. We believe in the total depravity of man and the absolute necessity of the new birth for individual salvation, which results in a new man within.

Genesis 1:26, 27; Romans 3:10-23; Ephesians 2:1, 2; 2 Corinthians 5:17

Holy Spirit

We believe in the regenerating, indwelling, sealing, and sanctifying work of the Holy Spirit, Who baptizes each believer into the body of Christ upon his acceptance of the Lord Jesus Christ as Savior. The Holy Spirit distributes spiritual gifts to believers as He wills for the edification of the Church.

1 Corinthians 6:19; 12:13; Ephesians 1:13; Titus 3:5; 1 Peter 1:2; 1 Corinthians 12:1-31

Sanctification

We believe the Christian's sanctification begins at salvation, giving the capacity for holiness, but not eradicating his capacity for sin. Identification with Christ's death and resurrection and dependence upon the Spirit's power enable the believer to experience victory over sin.

Romans 6:8; Galatians 5:16-24; Ephesians 4:21-24

Church

We believe in one universal Church, embracing all who are united to Christ by saving faith and divine grace, and its expression in local communities of faith centered on Christ and the gospel. Two ordinances are enjoined by Christ upon all believers: baptism and the Lord's Supper.

Matthew 28:18-20; Luke 22:14-20; 1 Corinthians 1:2; 11:23-26

Angels

We believe in the existence of the holy angels, the personal existence of Satan and his demonic hosts. Though we wrestle with principalities and powers in spiritual ministry, victory is assured by Christ's death on the cross.

Job 1:6-7; Luke 10:18; Colossians 2:15; Hebrews 1:6, 14

Eternity

We believe in the imminent coming of Christ to receive His church to Himself, and His premillennial and personal return to earth to establish His kingdom reign of peace and righteousness. We believe in the bodily resurrection of the just and the unjust, the everlasting blessedness of the saved and the everlasting conscious punishment of the lost.

Matthew 24:30, 31, 42; 25:13; 1 Thessalonians 4:13-18, 5:2; Titus 2:13,14; 2 Peter 3:9,10; Revelation 19:11-21; 20:1-15

Service

We believe that the "Great Commission" of our Lord Jesus Christ to give the gospel to every creature throughout the world is still incumbent on every believer and that the development of disciple-making communities among all nations is the essence of Jesus' mandate to the Church. We believe in the will, power, and providence of God to meet our every need in His service.

Matthew 6:33; Matthew 28:18-20; Acts 1:8; 2 Corinthians 9:6-8; Philippians 4:19

Kansas City...Crossworld's Home Office Hometown



From the Kansas City Chamber of Commerce: "If you are not familiar with the Kansas City metro area, what you'll find may surprise you — a vibrant city and flourishing suburban communities, rolling hills and tree-lined boulevards, a thriving economy driven by thousands of small businesses, tech start-ups, medical research, and headquarters of companies like Hallmark and Sprint.

"Ours is a community of good schools, cultural amenities, acclaimed dining (particularly our BBQ), and affordable living. Most importantly, it is a community with a heart — friendly, easy-going, and forward-thinking. That is why Kiplinger Magazine and other publications have rated Kansas City as one of the 50 Smart Places to Live!

"Many outsiders are confused that there's a Kansas City, Kansas, and a Kansas City, Missouri. Simply put, we are one big metropolitan area that happens to have a state border down the middle. Each side has its bragging rights but we Kansas Citians treat it as one."

The Crossworld / Avant campus and offices are in a lovely residential area about 15 minutes each from the city center and the international airport (MCI). Area schools, medical facilities, and cultural attractions are among the finest in the region.

Search and Selection Process.

Bruce Dingman of The Dingman Company, Inc. (an executive search firm which has a successful track record of similar searches. See: 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, 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 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 Crossworld, 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 St. Louis, MO in May 2022.

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

Crossworld 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 Crossworld, 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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[Discerning the Lord's Will](#)