

CHIEF DEVELOPMENT & COMMUNICATIONS OFFICER



EVANGELICAL FREE CHURCH OF AMERICA

Minneapolis, Minnesota

<http://www.efca.org>

<http://go.efca.org>

THE EVANGELICAL FREE CHURCH OF AMERICA NATIONAL OFFICE EXISTS

to glorify God by multiplying transformational churches among all people. We are passionate to serve and resource our churches, leaders and districts in the privilege of seeing disciples transformed to make disciples. Ultimately, we want to shape a culture of transformation in our leaders, churches and ministries.

We believe God is calling the EFCA to raise up one million disciplemakers – disciples who make disciples who make disciples. To multiply disciples and transform entire cities and regions, EFCA churches must intentionally create a culture of disciplmaking.

We stand dependent on the Holy Spirit. The transformation of the world starts with each of us, living on-mission with Jesus. With God’s help, we can impact millions with the gospel.

OVERVIEW

The Chief Development & Communications Officer is a new position that will oversee fundraising for ReachNational (domestic mission) and ReachGlobal (international mission), and oversee denominational communications to churches and constituents. This is a reorganization combining communications and fundraising under a common leader.

ABOUT THE EVANGELICAL FREE CHURCH OF AMERICA

The EFCA was formed in 1950 from the merger of the Swedish Evangelical Free Church and the Norwegian-Danish Evangelical Free Church Association. Today it’s comprised of seventeen districts made up of 1,500 churches in the U.S., mostly English-speaking churches, but also congregations of several other languages. An average of 350,000 people attend an EFCA church each weekend in the U.S. There are more than 600 missionaries serving around the world in nearly 60 countries.



THE NEW EFCA PRESIDENT

Rev. Kevin Kompelien began his presidency on June 18, 2015. For the previous nine years, Kompelien was the international leader for the Africa division with ReachGlobal (the international mission of the EFCA) and a senior leader of the mission. A graduate of Trinity Evangelical Divinity School (1983), he also served over twenty years as pastor of two EFCA churches. President Kompelien has a commitment and passion to build a culture of disciplmaking furthering the EFCA’s mission of multiplying transformational churches among all people. He has a very positive leadership style, and is ready to assist the Chief Development and Communications Officer in casting the vision and helping with the “ask” to major donors. Hear more from Kevin regarding his family, ministry experience, and his vision for the future of the EFCA (<https://vimeo.com/groups/306807>).

POSITION DESCRIPTION

There is much potential and lots to do. A motivated team of communications professionals is in place, plus a planned giving officer and advancement administrative staff. Building relationships and sharing the nuances of fundraising with donors, potential donors, church leaders, missionaries, and EFCA staff will be vital.

REPORTING RELATIONSHIP

- Reports directly to the President and the Senior Vice President Finance & Operations.
- Serves with the President on the senior level team of the EFCA.
- Supervises and gives direction to Ministry Advancement, Planned Giving, and Communications Teams (see Addendums – Ministry Advancement Organizational Chart).

POSITION SUMMARY

- The Chief Development and Communications Officer initiates, grows and directs activities impacting major donors, foundations, and churches to embrace and support the restricted and unrestricted global and domestic ministries of the EFCA.
 - **Unrestricted funds**
 - FairShare – multi-faceted communication with churches motivating them to support the EFCA national office and district offices.
 - National Ministries Fund – annual fund support from individuals or foundations for domestic mission of the EFCA.
 - Global Vision Partners – annual fund support from individuals and foundations for international mission of the EFCA.
 - **Restricted funds:** Support from individuals for departmental initiatives approved at senior level in fulfilling the mission and vision of the EFCA. There is currently a three year \$6 million capital campaign.
- The Chief Development and Communications Officer works closely with the President and senior level team at the EFCA, influencing and carrying out vision by providing the link between their frontline ministries and the development of sufficient current and future resources. Of primary importance is the identification and cultivation of major gifts. Additional responsibilities include supervision of planned giving and support teams within the Ministry Advancement Team and the cross-departmental Communications Team.



PRIMARY RESPONSIBILITIES

- **70%** - Major gifts cultivation and solicitation for key unrestricted and restricted funds and projects.
 - Personally manage a caseload of the top 100 major donors - identifying individual passions and how they intersect with the EFCA development needs.
 - Develop and successfully execute a plan that appropriately uses the President and senior leadership's time to maximize fundraising.
 - Develop a personal fundraising plan for the top 50 key donors.
 - Intentionally network within the EFCA to identify and raise-up stewards.
 - Lead strategic vision trips for key donors.
- **30%** - Leadership of Ministry Advancement and Communications Teams.
 - Ensure coordination and execution of Planned giving program with major gift development.
 - Oversee Donor Services to ensure prompt and accurate processing of contributions and mailing of receipts.
 - Provide leadership and direction to administration of annual fund solicitations including development of new strategies.
 - Oversee Communication Team to provide coordinated print and digital communications about EFCA national and international ministries to EFCA churches and constituency, including a quarterly publishing relationship with Journey Group (Charlottesville, Virginia).

EFCA TODAY
MAGAZINE



FUNDRAISING METHODS

Current methods include major donors, planned giving, a capital campaign and some direct mail. There are no regional major donor directors. The hope is that as the pool of major donors increases, giving would support the gradual addition of up to six regional directors. Much of what can be accomplished depends on the effectiveness of this person developing and cultivating a credible relationship with major donors throughout the movement, and effectively communicating the mission and vision of the EFCA.

QUALIFICATIONS

EDUCATION AND EXPERIENCE

- Minimum of five years of development or related experience; experience in sales prior to fundraising is valuable.
- Bachelor's degree in business, marketing, communications or a related field is required. A Master's degree is advantageous.

- Excellent written communication skills.
- Accountable for results. Organized, self-motivated, and able to meet goals and deadlines.
- Sales/marketing success as a significant individual producer with the demonstrated ability to set objectives and manage performance to successful outcomes.

Leadership

- Strong team leadership experience.
- Ability to motivate and grow senior leaders as development partners.
- 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 committed investment partnership
- Able to evaluate, change and implement effective strategies.
- Interpersonal
- Highly personable, confident yet humble.
- Persuasive communicator in one-on-ones as well as in groups or from the platform; has contagious enthusiasm.
- Strong emotional intelligence, generating confidence, not caution, in major donors.

Expectations

- Agreement with EFCA Statement of Faith and movement ethos.
- Commitment to EFCA vision and mission – able to passionately articulate and demonstrate alignment.
- Willing to travel extensively (30-50%).
- Stature and name recognition within EFCA (preferred, not required).
- Be involved and respected as a Christian lay leader.

MINNEAPOLIS–SAINT PAUL, MINNESOTA

The Evangelical Free Church of America’s national office is located in the Twin Cities (Minneapolis-St. Paul) region of Minnesota. The Minneapolis-Saint Paul region is the 16th-largest metropolitan area in the country with more than three million residents. By nearly every measure, the Minneapolis-Saint Paul region ranks among the country’s most desirable places to live, offering exceptional cultural, social, and recreational opportunities.



National surveys consistently pick Minnesota as an ideal place to raise a family. The Twin Cities come out on top in many “Best” lists including *Inc. Magazine’s* “Best Places to Start and Grow a Company,” *Money Magazine’s* “Best Places to Live” and author Sandra Gurvis’ “30 Great Cities to Start Out In.” You’ll enjoy a four season’s climate in one of the nation’s most economically robust regions, with scenic forests, rivers, lakes, parks, and golf courses.

The Minneapolis-Saint Paul region is home of two thriving downtowns, internationally acclaimed orchestras and museums, five major league sports teams and the Mall of America. MSP has an unusually strong, diversified economy, providing residents with a quality of life regularly listed among the very best in the United States. This high quality of life is rooted in the region’s tradition of business innovation, workforce development and corporate community involvement.



THE SEARCH AND SELECTION PROCESS

The President will select the Chief Development and Communications Officer, with input from the Senior Vice President Finance & Operations, and several board members. Jot Turner, Senior Vice President Finance & Operations, is the key EFCA contact for this search. He is assisted by Bruce Dingman and Rich Kidd of The Dingman Company (<http://www.dingman.com>), an executive search firm with a successful track record for similar searches. All interested parties should contact Bruce or Rich.

With input from numerous meetings with key EFCA staff, this document was created and sent to potential candidates or those who might suggest potential candidates. It is likely the right person will be a professional development team leader and a member of an EFCA church.

From the people being contacted with this Opportunity Profile, names will be considered. The Dingman Company will consider each name suggested or applicant, and will interview the strongest candidates through personal interviews and then thoroughly check their references. All candidates, including any internal candidates, will go through this process.

The list of candidates will be reduced to four people who will then be interviewed comprehensively by the President, Senior Vice President Finance & Operations, and several board members in Minneapolis in February or March 2016. Following this, one will likely return for a second visit and meet their peers and staff. Maintaining candidates’ confidentiality will remain an important part of the process up to this point.

Hopefully the person will be on board within a few months after acceptance.

SUMMARY

This is an opportunity for someone with excellent technical skills, knowledge, people skills and strong desire to serve the Lord in an environment committed to helping people grow in knowledge, faith and maturity as they make a difference for Christ in the world.

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. As part of the process of being a candidate, the person will authorize a background check for driving, history, credit, social media, degree verification and criminal records.

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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, the Evangelical Free Church of America will discriminate on the basis of theological faith, as will The Dingman Company as the Evangelical Free Church of America's agent.

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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 and non-profit worlds nationwide since 1979. While most of our assignments are in the corporate sector, due to our Christian faith, we also serve many non-profit organizations in the Christian community.

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For further information on this position, please contact:

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ADDENDUM I

EFCA STATEMENT OF FAITH

The Evangelical Free Church of America is an association of autonomous churches united around these theological convictions:

God

1. We believe in one God, Creator of all things, holy, infinitely perfect, and eternally existing in a loving unity of three equally divine Persons: the Father, the Son and the Holy Spirit. Having limitless knowledge and sovereign power, God has graciously purposed from eternity to redeem a people for Himself and to make all things new for His own glory.

The Bible

2. We believe that God has spoken in the Scriptures, both Old and New Testaments, through the words of human authors. As the verbally inspired Word of God, the Bible is without error in the original writings, the complete revelation of His will for salvation, and the ultimate authority by which every realm of human knowledge and endeavor should be judged. Therefore, it is to be believed in all that it teaches, obeyed in all that it requires, and trusted in all that it promises.

The Human Condition

3. We believe that God created Adam and Eve in His image, but they sinned when tempted by Satan. In union with Adam, human beings are sinners by nature and by choice, alienated from God, and under His wrath. Only through God's saving work in Jesus Christ can we be rescued, reconciled and renewed.

Jesus Christ

4. We believe that Jesus Christ is God incarnate, fully God and fully man, one Person in two natures. Jesus—Israel's promised Messiah—was conceived through the Holy Spirit and born of the virgin Mary. He lived a sinless life, was crucified under Pontius Pilate, arose bodily from the dead, ascended into heaven and sits at the right hand of God the Father as our High Priest and Advocate.

The Work of Christ

5. We believe that Jesus Christ, as our representative and substitute, shed His blood on the cross as the perfect, all-sufficient sacrifice for our sins. His atoning death and victorious resurrection constitute the only ground for salvation.

The Holy Spirit

6. We believe that the Holy Spirit, in all that He does, glorifies the Lord Jesus Christ. He convicts the world of its guilt. He regenerates sinners, and in Him they are baptized into union with Christ and adopted as heirs in the family of God. He also indwells, illuminates, guides, equips and empowers believers for Christ-like living and service.

The Church

7. We believe that the true church comprises all who have been justified by God's grace through faith alone in Christ alone. They are united by the Holy Spirit in the body of Christ, of which He is the

Head. The true church is manifest in local churches, whose membership should be composed only of believers. The Lord Jesus mandated two ordinances, baptism and the Lord's Supper, which visibly and tangibly express the gospel. Though they are not the means of salvation, when celebrated by the church in genuine faith, these ordinances confirm and nourish the believer.

Christian Living

8. We believe that God's justifying grace must not be separated from His sanctifying power and purpose. God commands us to love Him supremely and others sacrificially, and to live out our faith with care for one another, compassion toward the poor and justice for the oppressed. With God's Word, the Spirit's power, and fervent prayer in Christ's name, we are to combat the spiritual forces of evil. In obedience to Christ's commission, we are to make disciples among all people, always bearing witness to the gospel in word and deed.

Christ's Return

9. We believe in the personal, bodily and premillennial return of our Lord Jesus Christ. The coming of Christ, at a time known only to God, demands constant expectancy and, as our blessed hope, motivates the believer to godly living, sacrificial service and energetic mission.

Response and Eternal Destiny

10. We believe that God commands everyone everywhere to believe the gospel by turning to Him in repentance and receiving the Lord Jesus Christ. We believe that God will raise the dead bodily and judge the world, assigning the unbeliever to condemnation and eternal conscious punishment and the believer to eternal blessedness and joy with the Lord in the new heaven and the new earth, to the praise of His glorious grace. Amen.

ADDENDUM II

MINISTRY ADVANCEMENT ORGANIZATIONAL CHART

