



**INTERNATIONAL MINISTRIES**

Valley Forge, Pennsylvania

<http://internationalministries.org>



## **EXECUTIVE DIRECTOR Opportunity Profile**



## OVERVIEW

Welcome! American Baptist International Ministries (IM) is part of a global mission movement that spans the entire world. Their calling is to glorify God in all the earth through cross-cultural ministries that make disciples of Jesus Christ. IM is a \$16 million global mission agency related to American Baptist Churches USA (ABCUSA) that supports both short- and long-term workers and partnering relationships around the globe. In 2016, they anticipate the joy of welcoming a new Executive Director who will provide strategic leadership as the organization responds to the call of God “to make earth look more like heaven.”

See for yourself: <https://youtu.be/VIQH0dTovSQ>



*All Missionaries and Staff waving*

## THE OPPORTUNITY

**A past, present and future as bright as the promises of God**

International Ministries is celebrating more than 200 years of ministry. On February 6, 1812, Adoniram and Ann Judson were commissioned as missionaries and set sail for India. During their time on the waters while studying the Bible, the Judsons concluded that baptism was for believers and not infants. When they reached Calcutta they were baptized by British Baptist missionaries. They then sailed to Burma and appealed to Baptists in America for support.

Their life-changing decision not only celebrated individual new life pictured by baptism, but also anticipated the birth of a new gathering of people, partners and churches: a new society of Christians

who would support, and celebrate the work of mission. That group, formed in 1814, is known today as American Baptist International Ministries (IM).

IM has grown and evolved over more than two centuries of ministry. It is the oldest Baptist mission agency in North America. Its central mission is to help people **come** to Christ, **grow** in their relationships with God and **change** their worlds through the power of the Spirit. It works with respected partners in over 70 countries in ministries that meet human need.

From humble beginnings with two missionaries in Burma, IM is a family of relationships that today embraces more than:

- 120+ global workers
- 1,800+ volunteers annually
- 44 home staff
- 5,300 U.S. and Puerto Rico churches
- 200+ global Christian partners
- 70 countries

The work that God is doing through International Ministries is always challenging, life changing, empowering, fulfilling, surprising, and never ending.



*The New Life Center for Girls in Thailand*

## THE ORGANIZATION

In keeping with its Baptist Heritage, International Ministries (IM):

- Proclaims the Lordship of Jesus.
- Holds that God has decisively and authoritatively spoken to humanity through Scripture.
- Is committed to the importance and competence of all believers to develop a direct relationship with God and to interpret Scripture under the guidance of the Holy Spirit and within the community of faith.
- Celebrates the varied gifts of all believers and the many ways these can be used in service to God.
- Affirms both the autonomy and interdependence of Baptist entities (churches, associations, organizations, etc.) for the sake of worship, witness, and ministry.
- Supports religious freedom.
- Specific to its American Baptist heritage, International Ministries:
  - Advances cooperative mission and support of local churches through the Covenant of Relationships with American Baptist Churches (ABCUSA) regional and national bodies.
  - Embraces the gift of diversity that is present within American Baptist Churches, USA and its ministries.
  - Works ecumenically as an integral expression of the unity within the Body of Christ.
  - Seeks to work in partnership whenever possible.
- Upholds both women and men in ministry, including in positions of leadership and in ordained ministries.
- Gives faithful witness to Jesus, yet promotes understanding and respectful dialogue between persons of different faith traditions.
- Emphasizes that the call to be disciples of Jesus involves ministering holistically: Proclaiming the good news, meeting human needs, striving for justice and being actively involved in transforming the world through the power of the Holy Spirit.



IM Global Partners Gathering

### Vision

Drawn from the Lord's Prayer as recorded in Matthew, the vision statement for IM's new guiding document is simply, "On earth, as in heaven."

### Purpose

American Baptist International Ministries works cross-culturally to invite people to become disciples of Jesus Christ, and to proclaim—through both word and deed—God's reign of justice, peace and abundant life for all creation.

## Core Values

The core values of Faith, Service, and Community shape the way International Ministries does mission.



***Missionaries and staff singing***



***Missionaries and staff dancing***

**Faith** - We believe mission springs from God's initiative, is guided by God's Spirit and is accomplished through God's power. We desire to be grounded in and faithful to Scripture in our understanding and practice of mission. We endeavor to follow the example of Jesus, who embodied God's love by identifying with those he served. We continually call upon and listen for the guidance of the Holy Spirit in prayer. We strive to live out our faith in all we do.

**Service** - We believe Jesus met human need with a holistic salvation, one that touched all aspects of life. We witness to Jesus Christ in ways that include verbal proclamation of the gospel, response to human need and care for creation. We cultivate integrity, stewardship, honesty, transparency and accountability in all aspects of our work. We encourage flexible and creative responses to the leading of the Holy Spirit as we seek to be of service to God, God's people and the world.

**Community** - We believe God calls humanity into relationships of love and support in community. We care for all people with whom we work, both those who are served and those who offer their lives in service. We engage in mission in ways that respect the giftedness of all our partners and the diversity that God creates and in which God delights. We are committed to partnership and cooperation with a wide range of agencies, both within and beyond the American Baptist movement, to fulfill God's call and our mission. We strive to build relationships of mutual giving and receiving.

We commit ourselves to these core values, to repent when falling short and to seek the power of the Spirit to embody them more fully in the future.



***Missionary kids***

## **THE POSITION**

The Executive Director is the chief executive officer of International Ministries and reports to the Board of Directors. In partnership with the Board, the Executive Director will be responsible for guiding the organization's operation as it continues in its commitment to excellence in ministry, seeking to "glorify God in all the earth by crossing cultural boundaries to help people come to faith in Jesus, grow in their relationship with God and change their worlds through the power of the Spirit." The Executive Director works with denominational leaders on the overall health and vitality of the ABCUSA denomination.

The Executive Director's leadership team includes:

1. Associate Executive Director of Administration
2. Associate Executive Director of Development
3. Associate Executive Director of Program

The ED also works closely with:

- Treasurer, IM Board of Directors
- Area Directors for East Asia India and Hong Kong, Iberoamerica and the Caribbean, Europe and the Middle East, Southeast Asia and Japan, Africa



***Communion***



*Serving others is the essence of leadership in the way of Jesus*

## PROFESSIONAL AND PERSONAL QUALIFICATIONS

*The needed qualifications are many and strengths vary by individual.*

### God's CALLING

- The Executive Director must give evidence of a personal calling to missions, as evidenced by significant personal involvement in world mission, whether as a cross-cultural worker, a mission mobilizer, or in some other way having been personally engaged in promoting or supporting global mission.
- The Executive Director must be active in a local American Baptist church.

### Personal CHARACTER

- The Executive Director should evidence a genuine, personal relationship with Jesus, and a heart set on fire by the love of God.
- The Executive Director should meet the biblical and spiritual qualities for leadership.
- The Executive Director should practice the basic disciplines of prayer, Bible study, giving, and good works; be tuned to God through the inner working of the Holy Spirit; and be well-equipped to serve as the spiritual leader of the International Ministries community.

### Professional COMPETENCE

- Education: A Master's degree or higher in a field relevant to a leadership role in a mission agency (E.g., missiology, theology, management, Christian history, etc.).
- Cross-Cultural Competence: Has a keen cross-cultural awareness, along with an understanding of current movements within the world mission arena.



- Missions: knowledgeable and fluent in missiological issues and mission trends.
- Leadership: Possesses the spiritual gift of leadership, has demonstrated the ability to grow a ministry, and has had significant experience in an executive leadership position in a complex organization.
- Finance: A good understanding of the principles of budgeting and financial management.
- Communications: The ability as a highly effective communicator to reach multiple types of audiences through various media with an emphasis on both written and oral communication.
- Advancement: Is a generous giver personally, and has had prior experience and success in major donor development, demonstrating an ability to create strong relationships with major donors, and having sufficient understanding of advancement strategies to ensure that the Society's donor development methods are successful.

#### Corporate CHEMISTRY

- A personable and visionary leader who can inspire and help to mobilize a new generation of cross-cultural witnesses.
- Demonstrated ability to function effectively in a collaborative leadership environment. Team building with members of the missionary community, staff, and the administrative leadership team will be a major focus of the executive director. A hierarchical or top-down leadership style will not prove effective in the collaborative environment of IM and its partners.
- Willing to work in full partnership with the Board in the development, monitoring and evaluating of strategic initiatives toward realizing the vision and purpose of the Society.
- Willing to travel both globally and domestically (approximately 50%) to foster and maintain relations that are as global as the Society's mission.

## VALLEY FORGE AND SURROUNDING AREA

Valley Forge is best known for lending its name to the encampment of **George Washington's Continental Army** during the winter of 1777 to 1778. It also hosts The [King of Prussia Mall](#) where more than 400 brand-name stores await exploration. Nearby Philadelphia boasts some of the richest cultural and historic areas in the country. The cost of living in Pennsylvania is 10.5 percent lower than the US average, and with an average household income of \$43,714, it's good to know that outside of the bigger cities, prices are lower than other East Coast regions.

The climate is characterized by warm summers and generally cool to cold winters. While summer temperatures are uniformly warm throughout Pennsylvania, low lying areas and those nearer the Atlantic Coast are milder in winter compared to the State's colder and snowier mountain regions.



## THE SEARCH AND SELECTION PROCESS

The Search Committee of the Board of Directors is charged with vetting candidates for the position and is assisted by Bruce Dingman and Dr. Rich Kidd of The Dingman Company. The search committee assisted by The Dingman Company will present the "opportunity profile" that includes the essential qualities and characteristics desired in the next executive director. This opportunity profile will be used as a constant point of reference in the search process. The Dingman Company will explore a broad network within International Ministries, American Baptist Churches USA, American Baptist related organizations, and other relevant Christian organizations.

The process will in sequence include the release of an opportunity profile with an invitation for people to respond personally or recommend persons to be considered, the review of resumes, questionnaires, telephone interviews and in-person interviews by Dingman representatives.

Next, references and backgrounds will be checked, degrees verified, and extensive candidate profiles will be prepared. Then the Search Committee will interview a short list of top candidates in person.

By God's grace the preferred timeline is to present a candidate to the Board of Directors in March 2016. We solicit your prayers for this entire process.

• • • • •

Our client is an equal opportunity employer and does not discriminate on the basis of race, age, color, sex, national origin, or physical handicap.

The Dingman Company fully respects the need for confidentiality of information supplied by interested parties and assures 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 many of our assignments are in the corporate sector, due to our Christian faith, we also serve many non-profit organizations in the Christian community.

• • • • •

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

Bruce Dingman, President  
Email: [bruce@dingman.com](mailto:bruce@dingman.com)  
Cell 818-378-7755  
or  
Dr. Rich Kidd, Vice President  
Email: [rich@dingman.com](mailto:rich@dingman.com)  
Cell 757-642-0622