

**OPPORTUNITY PROFILE**

**for the position of  
PRESIDENT**



**OpenDoors**

Serving persecuted **Christians** worldwide

**OPEN DOORS  
with  
BROTHER ANDREW, INC.**

**[www.opendoorsusa.org](http://www.opendoorsusa.org)**

**Santa Ana, California**

**May 2003**

## **OVERVIEW**

Open Doors with Brother Andrew, Inc. (OD-USA) is the United States affiliate of Open Doors International, an Evangelical Christian ministry which brings Bibles, materials, training, support, and encouragement to persecuted Christians worldwide.

OD-USA is charged primarily with raising awareness and support for operational efforts of the parent organization, Open Doors, International (ODI). The President will report to the USA Board of Directors, with a strong relationship to the Vice President of Development of ODI.

The President will have a heart for the mission of ODI and have exceptionally strong leadership and organizational management skills. He or she will be able to share the vision effectively and build financial support for ODI. Candidates may bring strength in fund raising from a non-profit background or strength in sales and marketing from a business background.

## **THE ORGANIZATION**

An estimated 200 million Christians worldwide suffer persecution for being a follower of Jesus Christ, with another 200 to 400 million facing discrimination for simply claiming faith in Christ. Open Doors seeks to serve and strengthen the Persecuted Church in the world's most difficult areas through training, literature distribution, community development, and personal encouragement.

Open Doors began in 1955, when a young Dutchman named Andrew traveled to Warsaw, Poland, with Christian literature hidden in his suitcase. During this trip, he found believers facing extreme persecution, oppression, and isolation because they followed Jesus Christ. He also realized that they lacked Bibles and other materials to help them grow in their faith.

Andrew became convicted through these words from Revelation 3:2 – *“Wake up! Strengthen what remains and is about to die.”* His unsettling experience and newly found conviction birthed the ministry of Open Doors, which now has 23 international offices serving more than 60 countries. The ministry delivers Bibles and assists with pastoral training, literacy training, and more – all with the purpose of strengthening the Persecuted Church so it remains God's light in the world.

### ***Open Doors Vision Statement***

**We believe that all doors are open** and that God enables His Body to go into the world and preach the Gospel. We, therefore, define our ministry as “Serving Persecuted Christians Worldwide.”

**Strengthen the Body of Christ** living under restriction or persecution by providing and delivering Bibles, materials, training, and other helps, and encouraging it to become involved in world evangelism.

**Train and encourage** the Body of Christ in threatened or unstable areas, to prepare believers to face persecution and suffering and to equip them to maintain a witness to the Gospel of Christ.

**Motivate, mobilize, and educate** the church in the free world to identify with and become more involved in assisting the Suffering Church, believing that “when one member suffers, all members suffer with it” (1 Corinthians 12:26).

There are 16 development bases worldwide for Open Doors, International, and together they raise about \$30 million annually for the ministry. OD-USA raises almost \$10 million, underlining the necessity for strong OD-USA ministry leadership.

Additional information about the ministry is available on the Open Doors website: [www.opendoorsusa.org](http://www.opendoorsusa.org).

### **THE POSITION**

The President will report legally and operationally to the USA Board of Directors. The President will also maintain a strong relationship with the ODI Vice President of Development, Alan Hall, who is based in England, but is currently the acting President of OD-USA. Although the USA has the biggest development team and generates the most income, its President is a peer with the directors of the 15 other development offices around the world.

Reporting to the President is a senior management team consisting of the Director of Operations, the Chief Financial Officer, and the Director of Communications. Additionally, there is a staff of 20-25 people in Santa Ana, and five field representatives around the United States.

The President's responsibilities include:

- Ensuring the ministry's financial health and growth by providing leadership and direction for all fundraising and programmatic efforts.
- Leading the ministry into God's future plan for it by guiding the development and managing the implementation of a 5-year Master Plan, which will be presented for board approval.
- Representing the ministry as an articulate, poised communicator and ambassador.

Historically, OD-USA has relied primarily on direct mail solicitations to raise donor awareness and support. There is ample opportunity to expand other branches of development, including major donor development, foundations, church relationships, and planned giving.

As part of building relationships with different supporters of Open Doors, the President will likely travel 25-35% of the year, including annual meetings in Holland and trips to the field with major donors and foundations.

## **QUALIFICATIONS**

Above all, qualified candidates must feel God's calling on their life for such a position of ministry. A passion for reaching the lost with the Gospel and encouraging isolated or persecuted believers, regardless of the barriers involved, must be evident. This will be a person whose Christian faith and walk is manifested in dedicated service to and growth in the Lord, whether as a layman or in full-time ministry.

The ideal candidate will be a seasoned executive with successful leadership experience within a dynamic organization. Ministry or parachurch experience is preferred, but not required.

The unique, multi-disciplinary, organizational structure and international scope of this position calls for a highly talented, experienced leader. Because there is a veteran and qualified leadership team in place, the President need not be expert in specific Open Doors programs. However, the successful candidate must understand the fundraising and public awareness nature of the organization.

Successful candidates will have demonstrated success in organizational leadership and management. This includes developing and maintaining a strong executive and operational staff, overseeing the financial resources of an organization, and successfully leading change within a complex organization.

The President must recognize his or her own strengths and weaknesses and be able to wisely hire and lead others who complement those qualities.

Due to the nature of this role and the mission of OD-USA to raise awareness and support for ODI, the President must be an excellent communicator in one-on-one situations, in presentations to large groups, and in writing. This person must exhibit a winsome, persuasive, extemporaneous, and articulate style that commands attention and understanding from the audience.

The effectiveness of the President will depend strongly on the ability to develop and maintain effective interpersonal relationships with directors and staff of the other international offices of ODI, foundations and donors, and other church leaders.

While preferred, international experience is not required. However, this person must be able to work cross-culturally in a highly effective and team-oriented manner, and should have a gentle, “win-win” negotiation style combined with good conflict resolution skills.

This person must be someone who can lead with confidence and a Christ-like respect for people. This will be someone who has a record of leadership characterized by effectively enabling others to contribute to the utmost of their abilities. The successful candidate will be known as an encourager and collaborator, someone who engenders trust and open, two-way communication.

In terms of personal qualifications or character traits, the successful candidate will be hands-on, high energy, and self-starting. This President’s action-oriented and proactive leadership and vision will maximize the effectiveness of OD-USA.

Open Doors with Brother Andrew believes that all doors are open and that God enables His body “to go into all the world and preach the Gospel.” Because of the unique nature of the ministry, employees must be committed representatives of the Christian perspective. All employees are involved in regular times of prayer for the needs of the Suffering Church, and also actively participate in company-wide devotional meetings.

In order to effectively lead Open Doors with Brother Andrew, the President must have a personal relationship with Jesus Christ that is genuine in practice as well as in personal testimony. The President is not required to be a member of a particular denomination, but should be an evangelical Christian with a vibrant and growing faith in Christ. Candidates should also read and agree with the Open Doors’ Statement of Faith (*See Addendum*).

## **OPPORTUNITY**

For the right person, this is a superb ministry opportunity to support the spread of the Gospel and strengthen beleaguered followers of Jesus Christ living on every continent of the world. Open Doors’ mission strikes a responsive chord with evangelical Christians worldwide. The organization has a history of success in achieving its mission, an

effective board of directors and staff is in place, the reputation of the organization is excellent, and the potential to impact and grow the organization is significant.

Orange County and the rest of Southern California provide a quality of life that is rivaled by few other areas of the United States. The pleasant climate and proximity to the ocean, mountains, and desert make this locale of particular interest to those who enjoy an outdoor lifestyle. Additionally, the region offers all the cultural, sporting, and other activities one would expect to find in a major US metropolitan area.

## **Open Doors Statement of Faith**

We believe in God the Father Almighty, Maker of heaven and earth, and in Jesus Christ His only Son, our Lord, Who was conceived by the Holy Spirit, born of the virgin Mary, suffered under Pontius Pilate, was crucified, died and was buried. He descended into hell. The third day He rose from the dead. He ascended into heaven, and sits at the right hand of God the Father Almighty, from where He will come to judge the living and the dead.

We believe in the Holy Spirit, the holy Christian Church, the communion of saints, the forgiveness of sins, the resurrection of the body, and the life everlasting.



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

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