



EXECUTIVE DIRECTOR

OPPORTUNITY PROFILE

Presented by The Dingman Company

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THE ICC MISSION STATEMENT

To seek out, communicate and relieve the suffering of the persecuted church by providing effective advocacy, awareness, and assistance, with integrity toward God and our donors.



THE TASK

Persecution of Christians is a multifaceted problem that requires a comprehensive solution. For nearly three decades, International Christian Concern (ICC) has developed a unique approach focused on Assistance, Advocacy, and Awareness. ICC exists to bandage the wounds of persecuted Christians and to build the Church in the most challenging parts of the world.

Explore and share an overview of ICC's ministry and the phenomenon of global persecution by downloading the ICC primer [here](#).

"In fact, everyone who wants to live a godly life in Christ Jesus will be persecuted,"

2 Timothy 3:12

OPPORTUNITY OVERVIEW

With a growing budget of \$5 Million, ICC has a staff of 24 in Washington D.C. and another 80+ spread over 20+ countries as shown in the attached [Organizational Chart](#). The Executive Director shall have full-charge responsibility for the success of ICC including managing all employees, operations, and projects. Reporting to the Executive Director are the Executive Leadership Team comprised of Vice President of Global, Vice President of Communications, Director of Advocacy (open) and Director of Operations (which includes fund-raising and granting). The only exception to the above is that the President, Jeff King, who has been with ICC for 20 years, will report to the Board and manage his Executive Assistant while focusing on outward-facing ICC growth activities. The Executive Director will be responsible for all annual planning and budgeting while collaborating with the President on ICC's strategic direction. The Executive Director and President both report directly to the Board. The Executive Director can reside anywhere, with travel to Silver Spring (Washington DC area) for meetings and team building as necessary.

A characteristic of ICC: It is “nimble” in reacting quickly to identified needs in the field as a result of its 80 in-country representatives who are close to the places where persecution occurs.

A Holistic Approach to Persecution Ministry

Every year, 200 million Christians suffer some level of persecution. The press is largely silent, and the Western Church remains asleep on the subject. As ICC ministers to the persecuted Christian believers, it builds, bandages, and defends the suffering Body of Jesus, His Church.

‘Lord, when did we see you hungry and feed you, or thirsty and give you something to drink? When did we see you a stranger and invite you in, or needing clothes and clothe you? When did we see you sick or in prison and go to visit you?’ “The King will reply, ‘Truly I tell you, whatever you did for one of the least of these brothers and sisters of mine, you did for me.’ Matthew 25:37b-40



CHRISTIAN PERSECUTION: ICC Sees the Full Picture

Persecution is a multifaceted problem that requires a comprehensive solution. For nearly three decades, ICC has developed a unique approach focused on Assistance, Advocacy, and Awareness. ICC exists to bandage the wounds of persecuted Christians and to build the Church in the most dangerous and challenging parts of the world.

“Continue to remember those in prison as if you were together with them in prison, and those who are mistreated as if you yourselves were suffering.” Hebrews 13:3

“Religion that God our Father accepts as pure and faultless is this: to look after orphans and widows in their distress and to keep oneself from being polluted by the world.” James 1:27

Helping All Believers

ICC is evangelical, but non-denominational. ICC affirms the Apostles’ Creed. ICC believes that the Bible is the inspired Word of God. ICC assists all persecuted Bible-believing believers in Christ regardless of denominational backgrounds. The persecuted church cannot easily afford to be isolated based on denominational differences, and ICC feels a Biblical mandate to support all who confess Christ as Lord. ICC understands that there are significant theological differences between denominations and traditions. ICC acknowledges and accept the differences but feels it must pull together to support and defend the weakest members of its family—the persecuted.



Responsibilities of the Executive Director:

- **Annual Plan:** Draft, in conjunction with the President, the mission, vision and annual plan for the Board's determination.
- **Execute the Annual Plan:** Execute the vision and annual plan through management of staff and resources to fulfill the core ministry functions (Advocacy, Awareness, Assistance).
- **Staff Management:** Responsible for hiring, supervision and terminating of paid staff, including annual reviews, and recommending salary and benefit adjustments to the Board of Directors for approval.
- **Culture:** Development of the organizational culture creating a positive, faith-filled and professional collaboration throughout the organization.
- **Resource Control:** Management of ICC's resources within the budget approved by the Board of Directors.
- **Accounting:** Oversight of ICC's accounting functions and controls (budgets, statements, audits, edits) and investment of reserve capital.
- **KPI's:** Execute, track, and provide KPI reports to the Board.
- **Regulatory and Legal:** Monitor operations and ensure employees and business practices comply with regulatory and legal requirements.
- **Volunteers:** Oversight and growth of the ICC volunteer representatives.
- **Oversight** of the fact finding/mission trips to areas of the world experiencing persecution and reporting findings.
- **Fundraising:** Increase donations from individuals, churches and grants consistent with ICCs historical growth rate by working collaboratively with the President on planning the marketing and fundraising strategies. The goal is to have an annual budget of \$10+M within five years with the cost of fund-raising and administration costing less than 20% of that.
- **Communications:** Implement communications, marketing, and advertising strategies developed in collaboration with the President and as directed by the Board.
- **Assistance:** Determine assistance projects in collaboration with President and staff in order to increase the ICC effectiveness in ministering directly to the needs of the persecuted Christians. The Executive Director is responsible for reporting the results of all assistance initiatives to the Board.
- **Excellence:** Ensure that all work products and correspondence from the organization are completed with the utmost professionalism and excellence.



Executive Director's Significant Leadership Traits

Humbly Spiritual: Is a deeply spiritual person, with a humble spirit in leading a gifted leadership team and ICC's global, multi-ethnic organization.

Courageously Decisive: Will receive diverse human wisdom and counsel with discernment from the Holy Spirit. Will lead decisively, even in urgent global crises, with godly courage but without being domineering.

Detail-Oriented: Has a technical acumen to oversee accounting, program funding, project management, organizational processes, and measurement of key performance indicators.

Effective Communicator: Will passionately and convincingly articulate the God-given vision, mission, values, and strategies of ICC. Will communicate effectively with the Board, donors, speaking engagements, and staff meetings.

Empowering Shepherd: Will recognize and empower the gifting of each employee and volunteers while providing spiritually nurturing encouragement to all of ICC in its great, global, gospel endeavor.

Effective Teambuilder: Will mentor his or her team so they too have an effective leadership style, not a micro-manager yet quite engaged, practicing a servant-leadership style, and seeking continuous improvement.

Resource Development: Will lead the raising up and effective stewardship of the resources necessary to accomplish the vision God has entrusted to ICC.

Collaborative Synergy: Will lead ICC in collaboration with others when synergistic networking will be mutually beneficial in mission accomplishment.

Boldly Advancing: Will readily go to areas where Christian persecution occurs to interface with our partners and see needs firsthand while also being known publicly as the Executive Director of ICC. Will write and speak openly about persecutors who are or have attacked Christians directly or indirectly.

Additional Key Skills and Experiences Desired in the Executive Director

- 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 and growth in size and impact
- Experienced with managing a staff of at least 15 people.
- Experienced with managing financial revenue exceeding \$3 million.
- Willingness to grow ICC revenue at a rate of at least 20% per year.
- Experienced with raising funds for non-profit organizations.
- Is willing to travel overseas at least 15% of the time.
- Has a minimum of 10+ years to give to ICC as an Executive Director.

Personal Attributes Desired in the Executive Director

Deep reliance upon God: Has as a priority personal study of God's Word and prayer. Has a passionate pursuit of God that inspires and permeates ICC's organization spiritually.

Disciple-maker: Has a contagious lifestyle in sync with ICC's purpose drawing others to have a similar passion.

Tender-hearted: Communicates to the staff that he or she loves them, prays for them, is compassionate, and responsive to their concerns.

Self-awareness: Will know himself or herself (high EQ), be aware of how people respond to him or her, and alert to the Holy Spirit's continual refinement of him or her.

Experienced Internationally: He or she will have extensive experience with working successfully with Christian pastors overseas and must have lived internationally for at least two years continuously.

THE SEARCH AND SELECTION PROCESS

International Christian Concern (ICC) and The Dingman Company 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 ICC, 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.

Applicants will initially be asked to submit a thorough resume and respond to a questionnaire. The next step will be a Zoom interview with Bruce Dingman. Once the search committee has chosen the top four candidates the references will be checked and background checks run. Then spanning two days this summer the top four will be interviewed by the board of directors in the Washington, D.C. area.

For further information on this position, please contact:

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ATTACHMENT A

ICC Confidential

2023 ICC Servant Team

