



CHIEF DEVELOPMENT OFFICER

OPPORTUNITY

profile

TOGETHER, WE CAN
END GOSPEL POVERTY



Greetings

from
DR. BEV WILLIAMS, CEO

Dear Prospective Candidate,

Thank you for your interest in Haggai International as we conduct this important search for a Chief Development Officer to lead the Advancement Team. Haggai International equips strategically positioned, influential leaders to reach individuals in their nations with the Gospel, while using their influence to impact business, government and law, media, education, churches, and NGOs. Over the last 54 years, we have equipped more than 135,000 high-level, indigenous leaders in Africa, Asia, Latin America, and the Middle East in 189 nations.

I invite you to read this Opportunity Profile, and if you resonate with our mission and feel called to begin the discovery process with us or know someone who might be interested, please review the Process of Candidacy section.

If you have any questions, please contact the office of Tommy Thomas via phone (615-261-4623) or email (resumes@jobfitmatters.com).

Tommy is the JobfitMatters Executive Search Consultant assisting Haggai International in this search.

Thank you again for your interest in Haggai International and for your thoughtful prayer and consideration.

For the Gospel,

Dr. Bev Williams
CHIEF EXECUTIVE OFFICER
Haggai International

THE REALITY

There are

6.3

THOUSAND

languages spoken

by the

7.6

BILLION

people to whom
our world is home.

Of those 7.6 billion,

2.2

BILLION

have not heard
the Gospel.

We are a global community of leaders in 189 NATIONS who are committed to ending Gospel poverty.

Gospel poverty exists wherever people lack the opportunity to hear and respond to the Good News of Jesus Christ; where entire countries, institutions, and cultures lack foundational Christian influence or authority; where concerns about issues of justice and human rights are significant; and where those who are Christian face discrimination or even persecution. At Haggai International, we believe in the power of the Gospel to transform individuals, communities, and nations through indigenous leaders who see the need and have a vision for ending Gospel poverty in their nations. Through these leaders we strive to give every person the opportunity to experience the Gospel through a relationship with someone who shares their own cultural background . . . no matter where they live or what language they speak.

OUR VISION IS SIMPLE

Our vision is to see every nation redeemed and transformed through the Gospel of Jesus Christ.

Only Jesus can bring true, life-changing transformation. The reality is the world is broken and too many people are living without the hope or knowledge of God's love and forgiveness.

In fact, 1 in 4 individuals has never heard the Gospel.

There is only one answer — reconciliation to God and to each other through Jesus Christ. There is no shortcut, no easy way. Governments cannot bring peace. Education cannot bring salvation. Business and industry cannot bring healing. Psychology and sociology cannot bring joy. Only Jesus can bring reconciliation to the world.

OUR MISSION IS UNIQUE

Our mission is to equip and inspire strategically positioned leaders to more effectively demonstrate and present the Gospel of Jesus Christ and to prepare others to do the same.

At the core of our mission are strategically positioned leaders who are multiplying their influence with one purpose in mind — to see their nation redeemed and transformed through the Gospel of Jesus Christ.

Like you, the leaders we equip believe that Jesus is the difference the world needs.

Together, we believe the Gospel in action not only transforms lives but also builds thriving communities where real needs are met and where justice prevails.

OUR APPROACH IS STRATEGIC

We work with locally engaged, strategically positioned leaders who are most effective in reaching their own nations with the Gospel.

We believe:

- ▶ Strategically positioned, influential leaders are catalysts for local people experiencing life change, community transformation, and nations being redeemed.
- ▶ Leaders need equipping and encouraging to achieve exponential impact and sustainable momentum.
- ▶ Therefore, we select, equip, and inspire men and women leaders living in non-Western countries to impact their communities and nations with the Gospel. They do this by demonstrating and presenting Jesus in the arenas in which they work — business, government, medicine, education, and ministry. For over 54 years, we have seen that when we provide the place, the guidance, the tools, and the opportunity . . . God moves. Our leaders come away from our equipping forever changed with an expanded vision to reach their nations.

OUR MODEL IS CATALYTIC

We **SELECT, EQUIP, MULTIPLY**, and **ENCOURAGE** difference makers all across the globe.



SELECT

Strategically positioned, influential leaders are selected to attend the Haggai Leader Experience, either virtually or in-person.

Our Regional Representatives around the world select spiritually mature leaders from Africa, Asia, Latin America, and the Middle East:

- ▶ Ages 30–50.
- ▶ 75% are marketplace leaders across many professions.
- ▶ 25% are church planters, pastors, or ministry leaders.



EQUIP

Leaders are immersed in the life-changing, transformational Haggai Leader Experience.

- ▶ Leaders are equipped with tools and techniques to effectively demonstrate and present the Gospel by successful and internationally recognized non-Western faculty.
- ▶ Equipping occurs in-person around the world or virtually, and in four of the mostly commonly spoken languages, including English, Spanish, Mandarin, and Arabic.
- ▶ The equipping experience is a multi-week immersive process.



MULTIPLY

Haggai leaders come away from equipping better prepared to live out God's expanded vision for their lives in their nations.

- ▶ The Gospel is advanced through equipped and empowered leaders as they demonstrate and present the Good News, while preparing 100+ other leaders to do the same in their own nations.
- ▶ Though leaders are challenged to multiply by equipping 100 more, they are equipping 251 leaders on average in the first two years alone.
- ▶ They work within their own nations and cultures, and in their own languages.



ENCOURAGE

Haggai leaders are encouraged and supported in their on-going work to advance the Gospel.

They experience extended learning opportunities, share best practices, and celebrate goal accomplishments through:

- ▶ Connect2Leader (password protected digital learning platform).
- ▶ Social media groups.
- ▶ Haggai Leader Summits held across the world.
- ▶ Self-funded and self-organized Haggai national ministries that hold seminars for ongoing support in the field.

OVER 135,000 strategically positioned leaders have been equipped in 189 nations.

For more information about Haggai International and stories of Haggai leader alumni, please visit the website: www.Haggai-International.org.

OUR *Culture*

Haggai International strives to provide a transformational work experience. High standards are embraced regarding the following:

PERFORMANCE

- ▶ Excellence — Constantly strive for the highest standards; achieve continuous improvement in personal performance; optimize resources; and strive to be the “best.”

RELATIONSHIPS

- ▶ Communication — Clear and concise, keeping others informed.
- ▶ Leadership — Practice leadership by taking responsibility; set an example for those around them; act proactively; anticipate change; and act consistently with the vision and mission of Haggai International.
- ▶ Teamwork — Maintain good relationships with others; listen and provide helpful feedback; show courtesy and respect; walk in humility, empathy, and understanding; and graciously give credit to others when it is due.

- ▶ Accountability — Act as a steward of resources entrusted by God; take responsibility for one's own actions; always be open and authentic in relationships; and graciously accept constructive feedback, when warranted.

CHARACTER

- ▶ Attitude — Motivated by a determination to glorify God; exercise leadership and discipline over one's own actions and habits of thought; fully embrace the vision of the organization; and look to the future with faith, hope, and courage.
- ▶ Integrity — Center one's thinking on the highest moral principles as defined by the Bible; keep thoughts and actions consistent; and aim to fulfill the highest hopes and expectations of one's peers.
- ▶ Commitment — Diligent in all responsibilities and deliver on every goal set, even if it makes demands on energy and time.



THE POSITION

Reporting to the Chief Executive Officer, the Chief Development Officer is responsible for shaping Haggai International's advancement strategy, leading the Advancement Team to reach fundraising goals based on the annual budget of the ministry, ensuring that our life-giving partners (donors) experience a transformational giving experience, and leading the various fundraising programs. This role leads and manages the major gift officers across the country, as well as the Advancement Services support team, to grow and sustain revenue in new and existing fundraising programs. The position offers creative entrepreneurial opportunities to reimagine and reengineer current fundraising programs and processes in order to maximize results and efficiency. These critical fundraising programs include:

- ▶ Ending Gospel Poverty Collective (\$25k+).
- ▶ Church Partner initiative.
- ▶ Expansion of middle market revenue (\$1K - \$12k).
- ▶ Venture (a digital, monthly giving program).
- ▶ International Fundraising.
- ▶ Bequest and Legacy Giving.

RESPONSIBILITIES

- ▶ Develop a strategy and annual goals in collaboration with the Advancement Team to meet the financial needs of the ministry, with an emphasis on developing new donors.
- ▶ Ensure strategies and processes are in place to generate new leads for major gift officers and provide research services or other support structures to ensure qualification of leads.
- ▶ Develop new channels/programs for growing revenue in lower and mid-level market segments, while enhancing the results of existing programs.
- ▶ Significantly broaden the base of support from individuals, foundations, and businesses.
- ▶ Collaborate with the Marketing Team to provide collateral material for major gift officers to use with existing and potential donors, as well as the development of donor stewardship and recognition processes.
- ▶ Serve as a member of the Executive Leadership Team to plan and execute overall ministry strategy.

QUALIFICATIONS

- ▶ Bachelor's degree from a recognized and accredited four-year college or university.
- ▶ Ten years of successful experience working as a professional fundraising executive for one or more recognized institutions with at least seven years leading a comprehensive advancement program.
- ▶ Proven track record leading a team who increased contributions and number of donors in previous organizations.
- ▶ Enjoys the challenge of process improvement and innovation to move Advancement to the next level of effectiveness and performance.
- ▶ Specialized performance with major gift and planned giving programs with experience using systematic management and reporting tools.
- ▶ Significant communication skills with a history of collaborating and coaching team members for goal accomplishment.
- ▶ Successful track record in managing an individual portfolio of donors while leading a team.

THE POSITION

COMPETENCIES

(adapted from the Lominger competency model)

Action Oriented — Enjoys working hard; is action oriented and full of energy for the things he/she sees as challenging; not fearful of acting with a minimum of planning; seizes more opportunities than others.

Customer Focus — Dedicated to meeting the expectations and requirements of internal (Haggai International staff, etc.) and external (donor) customers; receives firsthand customer information and uses it for improvements in products and services; acts with customers in mind; establishes and maintains effective relationships with customers and gains their trust and respect.

Humor — Has a positive and constructive sense of humor; can laugh at him/herself and with others; is appropriately funny and can use humor to ease tension.

Informing — Provides the information people need to know to do their jobs and to feel good about being a member of the team, unit, and/or the organization; provides individuals information so that they can make accurate decisions; is timely with information.

Integrity and Trust — Is widely trusted; seen as a direct, truthful individual; can present the unvarnished truth in an appropriate and helpful manner; keeps confidence; admits mistakes; doesn't misrepresent him/herself for personal gain.

Interpersonal Savvy — Relates well to all kinds of people inside and outside the organization; builds appropriate rapport; builds constructive and effective relationships; uses diplomacy and tact; can diffuse even high-tension situations comfortably.

Listening — Practices attentive and active listening; has the patience to hear people out; can accurately restate the opinions of others even when he/she disagrees.

Motivation of Others — Brings out the best in people; gives recognition to others in a fair and consistent manner; genuinely cares about other people.

Patience — Is tolerant with people and processes; listens and checks before acting; tries to understand the people and the data before making judgments and acting; waits for others to catch up before acting; sensitive to due process and proper pacing; follows established process.

Peer Relationships — Can quickly find common ground and solve problems for the good of all; can represent his/her own interests and yet be fair to other groups; can solve problems with peers with a minimum of noise; is seen as a team player and is cooperative; easily gains trust and support of peers; encourages collaboration; can be candid with peers.

Political Savvy — Can maneuver through complex political situations effectively and quietly; is sensitive to how people and organizations function; anticipates where the land mines are and plans his/her approach accordingly; views organizational politics as a necessary part of organizational life and works to adjust to that reality.

Drive For Results — Can be counted on to exceed goals successfully; is constantly and consistently one of the top performers; very bottom line oriented; steadfastly pushes self and others for results.

Self-Knowledge — Knows personal strengths, weaknesses, opportunities, and limits; seeks feedback; gains insights from mistakes; is open to criticism; isn't defensive; is receptive to talking about shortcomings; looks forward to balanced (+s and -s) performance reviews and career decisions.

THE POSITION

COMPETENCIES CONT.

Strategic Agility — Sees ahead clearly; can anticipate future consequences and trends accurately; has broad knowledge and perspective; is future oriented; can articulately paint credible pictures and visions of possibilities and likelihoods; can create competitive and breakthrough strategies and plans.

Managing Through Systems — Can design practices, processes, and procedures which allow managing from a distance; is comfortable letting things manage themselves without intervening; can make things work through others without being there; can impact people and results remotely.

Managing Vision and Purpose —

Communicates a compelling and inspired vision or sense of core purpose; talks beyond today; talks about possibilities; is optimistic; creates mileposts and symbols to rally support behind the vision; makes the vision shareable by everyone; can inspire and motivate entire units or organizations.

Written Communications — Able to write clearly and succinctly in a variety of communication settings and styles; can get messages across that have the desired effect.

THE PROCESS *of Candidacy*

If, after reading this Opportunity Profile and seeing the accompanying video, you feel that the gifts and experience God has given you are aligned with the mission and vision of Haggai International, we invite you to begin the inquiry process. You may contact Tommy Thomas of JobfitMatters Executive Search at any time during the process.

RESUMÉ

For at least the past ten years of your career, address the following:

- ▶ Employer/Dates Employed.
- ▶ Position.
- ▶ Primary responsibilities — particularly those that approximate the responsibilities and experience needed for this role.
- ▶ Direct reports.
- ▶ Total revenue generated by the Development/Advancement Team.
- ▶ List additional employment with Employer/Dates Employed/Position.

RESPONSES

To help us gain a more complete picture of you and your interest in Haggai International please provide responses to the following:

1. Describe your faith journey, devotional life, and involvement in your local church.
2. Based on the Haggai International website, the video, this document, and other sources, what attracts you to this position?
3. What questions and/or apprehensions do you have?

REFERENCES

Provide the names and contact information (telephone numbers and email addresses) for four references who know you and your career well enough to comment on your suitability for this role. References will be contacted only after requesting and receiving your permission to do so. We will also check secondary and tertiary references.

Submit your application materials in a PDF file to:

Tommy W. Thomas

resumes@jobfitmatters.com

Put "Haggai Chief Development Officer" in the subject line.

Phone: 615-261-4623