

MID-LEVEL DIRECTOR
OF ADVANCEMENT

OPPORTUNITY
profile

TOGETHER, WE CAN
END GOSPEL POVERTY



HAGGAI
INTERNATIONAL



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 Mid-Level Director of Advancement to join 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 55 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 Jamey Campbell at jameyc@haggai-international.org.

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 50 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.



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 leaders, 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

ROLE AND RESPONSIBILITIES

The Director of Advancement for Mid-Level Donors will work under the direction of the Chief Development Officer. They will have responsibilities for donors that give between \$5,000 and \$25,000 annually. Portfolio size will fluctuate between 200-400 donors. This position will have a Relationship Manager to assist in the management, communication, and development of these donors.

Relationship Management

- ▶ This position will be “low touch, high communication” with the donors in this portfolio.
- ▶ Able to cultivate and grow relationships via phone, email, Zoom, and social media channels.
- ▶ Responsible for creating, maintaining, and tracking multiple touchpoints with donors across multiple channels.
- ▶ Responsible for managing the Relationship Manager as an extension of themselves as they manage relationships.

Fund Development

- ▶ Responsible for identifying donors’ capacity for giving and crafting appropriate financial ask/invitation to partner with the ministry.
- ▶ Measure, track, and grow donors’ affinity with the ministry by creating engagement opportunities as well as creating a giving community for donors to participate in.
- ▶ Responsible for helping promote donors from Mid-level giving status to Major giving. Will work with Major Gift Directors to identify donor capacity and create appropriate moves management.
- ▶ This position will work in partnership with marketing to identify donor prospects at this level and add them into the portfolio.

Transformational Giving Experience (TGE)

- ▶ As an organizational Core Value, this position will be responsible for executing

and applying the TGE in such a way that donors’ experience with the ministry is transformative both spiritually and personally.

Data Management and Organization

- ▶ Responsible for 200-400 data records that will require systematic review, update, and management to effectively track and cultivate the above relationships. Can actively perform these tasks or work with the Relationship Manager to fulfill these responsibilities.

Communications

- ▶ This position will require communications with marketing to collaborate on various fund development campaigns.

Event Management

- ▶ This position will assist the marketing department with various fundraising.

PERSONAL CHARACTERISTICS

- ▶ Relational, warm, focused listener.
- ▶ Enjoys leadership of a small team as well as participation on a team.
- ▶ High emotional intelligence, likeable.
- ▶ Persuasive when appropriate.
- ▶ Able to navigate social media effectively.
- ▶ Comfortable with verbal and written communications with donors.
- ▶ Comfortable with use of phones as the primary communication mode.
- ▶ Creative, out-of-the-box, thinking to create impressionable experiences remotely.
- ▶ Comfortable exploring new ideas, frontiers.

QUALIFICATIONS & SKILLS

Preferred Education and Experience

- ▶ High School Diploma
- ▶ College Degree

THE POSITION

- ▶ Proven track record of relationship building and maintenance.
- ▶ Sales experience with proven record on managing accounts, growing accounts, and cultivating new leads. Inside sale experience a plus.
- ▶ Ministry or pastoral work that focuses on people interaction and development.
- ▶ History of fund development that shows proof of effective “closings” that produce revenue of the organization.

Competencies

- ▶ Variety of activities, multiple projects occurring simultaneously, multi-tasking, sense of urgency for goal achievement. Enjoys fast-paced environments.
- ▶ People/relationships focus. Team building Inspire, motivate others, and engages their commitment.
- ▶ Involve others in decision-making process. Cooperative, collaborative decision-making. Comfortable to assume responsibility for risk.
- ▶ Extroverted, warm, enthusiastic, empathetic. Stimulating communicator. Persuasive “selling” style. Collaborative approach with teammates.
- ▶ Leadership based in their ability to motivate others.
- ▶ Strong commitment to results.
- ▶ Delegate authority readily.

COMPENSATION AND CONDITIONS

- ▶ Salary based. Commensurate with experience and productivity.
- ▶ Benefits as described in the Employee Handbook (subject to change as the need arises).
- ▶ Location: Atlanta, Georgia, USA. Remote, as applicable.
- ▶ Hours of work are officially from 8:30 a.m. to 5:00 p.m. Monday to Friday; however, the effort necessary to undertake your role effectively will dictate the real time required.
- ▶ No vacation during the month of February due to the organization’s annual meeting preparations.
- ▶ Satisfaction of contributing significantly to reaching a lost world for Christ.

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. In order to apply for this position, please submit your resumé, responses, and references to Jamey Campbell at jameyc@haggai-international.org.

RESUMÉ

For at least the past three 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.

Equal Employment Opportunity

In order to provide equal employment and advancement opportunities to all individuals, employment decisions at Haggai will be based on merit, qualifications, and abilities without regard to race, color, sex, national origin, age, disability, veteran's status, or other category protected by law.

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, 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:

jameyc@haggai-international.org.

Put "Haggai Mid-level DA" in the subject line.