



**POSITION DESCRIPTION**  
**FOR THE POSITION OF**  
**CHIEF STRATEGY OFFICER**  
**FOR**  
**INTERNATIONAL MINISTRIES**



**MARCH 2019**

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## POSITION DESCRIPTION

<b>POSITION</b>	Chief Strategy Officer
<b>ORGANIZATION</b>	International Ministries
<b>REPORTS TO</b>	Chief Executive Officer
<b>LOCATION</b>	King of Prussia, PA
<b>WEBSITE</b>	<a href="http://internationalministries.org/">internationalministries.org/</a>

## THE MISSION

International Ministries, also known as the American Baptist Foreign Mission Society, 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.

IM seeks to invite, proclaim and equip - invite people to be disciples of Jesus; proclaim God's reign of justice, peace and abundant life; and equip the body of Christ to engage in God's mission.

### PRIMARY AREAS OF FOCUS:

- ▼ **EVANGELISM**  
IM shares the gospel of Jesus Christ in respectful and creative ways.
- ▼ **DISCIPLESHIP**  
IM nurtures both individuals and communities as they grow in their knowledge of and commitment to Christ.
- ▼ **THEOLOGICAL EDUCATION**  
IM trains church leaders in both formal and nontraditional settings.
- ▼ **IMMIGRANTS AND REFUGEES**  
IM serves immigrants and refugees, building upon the celebrated immigrant and refugee ministries of American Baptist congregations, regions, national organizations and partners in order to develop similar ministries on a global level.
- ▼ **PEACE AND JUSTICE**  
IM works with the Body of Christ around the world to embody God's love in situations of discord, suffering and conflict.
- ▼ **ABOLITION OF TRAFFICKING IN PERSONS AND GLOBAL SLAVERY**  
IM provides exemplary services to survivors of trafficking in persons and all forms of modern-day slavery.

▼ **EDUCATION**

IM promotes the liberating power of education through ministries that range from basic literacy through graduate study.

▼ **ECONOMIC AND COMMUNITY DEVELOPMENT**

IM transforms lives in the name of Jesus Christ by empowering people and communities through economic development.

▼ **HEALTH AND WELLNESS**

IM engages in curative, preventive and educational ministries around the world that promote holistic health and wellness.

▼ **PROMOTION OF MISSION “FROM EVERYWHERE TO EVERYONE”**

IM assists the efforts of churches and partners around the world as they engage in cross-cultural ministry and send their own missionaries.

▼ **SHORT-TERM MISSION ENGAGEMENT**

IM promotes and provides opportunities for individuals, churches, American Baptist regions and educational institutions to engage in life-changing cross-cultural ministry experiences.

▼ **YOUTH AND YOUNG ADULTS**

IM inspires youth and young adults to grow as disciples of Jesus.

▼ **TRAINING AND CAPACITY BUILDING**

IM contributes to the strength and vitality of partners around the world and in the U.S. and Puerto Rico helping to develop increased capacity to do their ministries.

**POSITION SUMMARY**

IM is seeking a business professional with a heart for missions. The ideal leader stepping into this role will have a background in financial stewardship and strategic operations management. As IM focuses on the future growth of the ministry, we are looking for an individual who is comfortable analyzing large amounts of financial data and synthesizing it into an actionable plan. The Chief Strategy Officer will work alongside the CEO and other key leaders of the ministry while also coordinating with Board members to align ministry objectives with current and future financial constraints. Ideally, the CSO will possess the ability to share the larger picture with the team and then bring it down to the grass roots level where specific duties and responsibilities may be assigned to those accountable for their implementation. This is a high calling as it aligns directly with the Great Commission. Perhaps this is the role to which the Lord has been directing at this point in your career – one in which your personal faith and corporate background may seamlessly come together to serve His Kingdom. Allow our search team to share additional details and answer the many questions you may have. We look forward to speaking so you may further discern if this is the right role for you.

**ROLE & RESPONSIBILITIES**

- ▼ Analyze current financial systems and make requisite changes for future success with full P&L responsibility and oversight for financial stability
- ▼ Oversight over all accounting systems - \$16M budget projected for 2019
- ▼ Gain insight into current sources of revenue and expenses and make suggestions going forward

- ▼ Align financial systems to bring stability & accountability
- ▼ Develop a plan to bring revenue and expenses into sustainable alignment which is measurable and maintainable
- ▼ Evaluate internal talent to discern where individuals may serve the ministry most effectively
- ▼ Work in partnership with the CEO, senior leadership team and Board to support 120 missionaries in 30 countries
- ▼ Develop a fiscal plan along with attainable actions and measures
- ▼ Build a framework from which our strategic plan can be refined
- ▼ A spirit of collaboration will be a plus as the CSO will be implementing changes to past and current systems and seeking buy-in from all stakeholders

### CORE VALUES OF IM

We commit ourselves to these core values, repenting when we fall short and seeking the power of the Spirit to more fully embody them in the future.

**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.

*Additional information regarding IM may be found at: <http://www.internationalministries.org/>*

## SEARCH TEAM AND CONTACT INFORMATION

International Ministries has partnered with Diversified Search to assist in the recruitment process. Confidential nominations, recommendations or expressions of interest in this position should be directed to: [ChiefStrategyOfficerIM@divsearch.com](mailto:ChiefStrategyOfficerIM@divsearch.com)

## SEARCH TEAM

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#### POSITION DESCRIPTION

INTERNATIONAL MINISTRIES - CHIEF STRATEGY OFFICER  
PREPARED BY GENE E. HEAD, JR.