Opportunity Profile

Director of Philanthropy

“Serving, Witnessing and Distributing God’s Word”

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www.gideons.org

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Organization Overview

Changing lives for more than 100 years.

The Gideons International is an interdenominational association of Christian business and professional men who are members of Protestant/evangelical churches. Our members are dedicated to winning the lost through personal witnessing and the distribution of God's Word in more than 190 countries around the world.

Our members live and serve in their local communities, making us very effective and efficient because:

These Gideons know the local language and customs.

They know the locations of the hotels, schools, prisons, hospitals and other venues where Bibles and New Testaments need to be distributed.

Sometimes, we're able to establish local groups of Gideons in countries where traditional missionaries aren't allowed to go.

For more information, see www.gideons.org

Spiritual & Personal Requirements
(For a Christ-Centered Career)

The Gideons International is united by a passion for sharing the gospel and the distribution of God’s Word. In order to achieve our mission of winning the lost for Christ, we seek skilled, called and passionate candidates who:

- Believe in the Bible as the inspired (inerrant and infallible) Word of God
- Believe in the Lord Jesus Christ as the eternal Son of God
- Have received Him as their personal Savior
- Endeavor to follow Him in their daily lives
- Believe in the endless lake of fire for the unsaved
- Are members in good standing of an evangelical or protestant church, congregation or assembly

*Employment is conditional upon an employee’s continued compliance with these standards and beliefs.*
The Gideons International Headquarters Overview

We offer you the opportunity to put your passion and your God given talents and abilities to use through our International Headquarters. Our goal is to attract and develop skilled, called and passionate people to impact our members and individuals around the world for Christ. We want to attract immensely creative employees with an ability to inspire, motivate and challenge others.

Our People Strategy

We believe in a people strategy to be the fundamental driver of our organization.

While we can never reach a perfect organizational model, we can certainly strive towards it in our daily efforts and mission. With that vision comes a focus of key initiatives we are working on, listed here, with the indicators of what it should look like as we approach:

Shared Direction: A collective understanding of what the organization stands for, where it is going and how we will get there. Indicators: A clear inspiring vision, Well-executed strategies, Clear aligned goals.

Authentic Values: Deeply held principles guiding all decisions and relationships and reflected in the conduct of everyone at all times. Indicators: High levels of trust and communications, Uncompromising integrity and ethics, socially responsible practices.

Productive Relationships: Open, collaborative relationships that recognize and honor the commitments that people make to themselves, each other, their work and the organization. Indicators: Respect for all individuals, Effective problem solving and decision-making, Clear accountability, Effective teamwork at all levels.

Liberating Processes: Flexible structures, processes and technologies that allow people to do their best work and to collaborate effectively across boundaries. Indicators: Clear organizational design, Collective knowledge, The right tools and technologies, The right people for the right jobs.

Outcome Learning: Results-focused learning that strengthens individual and organizational capacity to cope with the present and define the future. Indicators: Continuous teaching and learning, Effective knowledge and skills development, Leadership development at all levels.

Motivating Metrics: Fair, meaningful performance requirements, measure and rewards that reinforce high performance and manage poor performance. Indicators: Clear and energizing performance requirements, relevant work measures, Differentiated rewards.
The Mission – Why We Exist

Our Mission is to win others for the Lord Jesus Christ, through:

- The association of Christian business and professional men for service
- Personal testimony and personal work by individual Gideons
- Placing the Bible – God’s Holy Word – or portions thereof, in hotels, hospitals, schools, institutions, and also through distribution of same for personal use.

The Vision – What We Want to Do

Develop a culture of excellence both corporately and personally throughout the worldwide ministry where achievement, commitment, and effort are the benchmark.

Our Values – How We Will Accomplish this Mission

Our Core Values are the tools we use and the behaviors we exhibit as employees of The Gideons International. They describe how we work together to achieve this special place we’re developing and how they make us uniquely successful.

We are united by a passion for sharing the gospel and the distribution of God’s Word. Our desire is to develop a compelling environment founded on Christ-like integrity through Open Communication, Mutual Accountability, Creative Thinking (Innovation), Trust & Respect for the individual. In doing so, we will cultivate the opportunity for each individual to reach their full potential, using their God given gifts and talents in an atmosphere where every person is valued and respected.

Creative Thinking (Innovation)

“Let this mind be in you which was also in Christ Jesus.” Philippians 2:5

We will manage ideas so they become practice. We will work to possess an understanding of the creative process. We will seek out and implement new processes to drive progress.

Mutual Accountability

“Let each of you look out not only for his own interests, but also the interests of others.” Philippians 2:4

We will follow through and deliver on our commitments. We will coach each other and hold each other accountable. We will share a sense of urgency and take appropriate action in difficult situations. We understand that being accountable means taking responsibility for your work, your actions and for you.

Open Communication

“But, speaking the truth in love, may we grow up in all things into Him who is the head – Christ.” Ephesians 4:15

We feel free and we’re able to effectively express ideas to others regardless of position. We are capable of giving and receiving feedback while remaining logical and receptive. We are committed to the “Go Direct” Principle to preempt and resolve issues.

Trust & Respect for the Individual

“Let nothing be done through selfish ambition or conceit, but in lowliness of mind let each esteem others better than himself.” Philippians 2:3

We will value every individual for his or her contribution. We will ask for and allow people to openly express their thoughts and opinions. We will not just tolerate, but openly embrace and understand the richness of our differences. We will implement the ground rules of trust with all those with whom we interact.
**Director of Philanthropy**

**The Position**

The Gideons International is searching for a Director of Philanthropy who is responsible for the formulation, direction, and implementation of a comprehensive and continuing development program. In collaboration with the Executive Director and the Chief Financial Officer, develop an overall plan and direction for major donor activities with an associated work plan detailing short and long-term goals, specific action steps and deliverables, with a process for monitoring and evaluating the success of the major gifts program.

The Director of Philanthropy works toward assuring the growth and enhancement of the various giving constituencies, helps to develop a culture and vision conducive to giving, and creates opportunities that provide financial support for specific projects and programs.

The Director will carry primarily the portfolio for major gift income production, through annual giving, major and planned gifts. As such, the Director will supervise a number of staff people, as designated and agreed upon, who carry fundraising responsibilities.

Performance in this position will be measured by the degree of success in securing gift commitments and in meeting the budget for total annual revenues. Of equal importance will be skill in supervising those who report to the Director and blending this team of hard working, productive, and loyal people. The Director will represent the Executive Director as necessary and when called upon. The position reports to the Chief Financial Officer.

**Key Characteristics of the Ideal Director of Philanthropy**

- **Spiritually Mature** – This person will have a solid, visible relationship with Christ which is evidenced by a heart for God, which translates into a genuine, deep love for others and a concern that others also know Jesus Christ as their Savior. The fruits of the individual’s faith will show in attitude, time, dedication, character, church involvement, energy, and wisdom.

- **A Commitment to The Gideons International** – An understanding of and a commitment to the special purpose, mission and beliefs of The Gideons International and will have a value system compatible with the values of The Gideons International.

- **People Abilities** – Deep interest and care for people with an understanding of their primary interests, aims, and motivations.

- **Working with Volunteers** – A demonstrated ability to accomplish results through collaboration with and development of strong relationships with members and volunteers at all levels within the development function.

- **An Approach and a Philosophy** – An approach, personal bearing, and philosophy that is an extension of the Executive Director: Ability to earn respect on first impression / Ability to sustain respect and confidence.

- **Organizational Skills** – An ability to organize his own thoughts and work, while continually growing a results-driven team. Ability to win the confidence of colleagues and office staff that demonstrates a well-functioning development department.
• **Insight and Strategy** – A focused sense of strategy, (i.e., possessing the knowledge and sixth sense for how to implement development goals.) The ability to set realistic objectives for development and achieve them.

• **A Sense of Timing** – An intuitive sense of timing and appropriateness in relation to people and projects.

• **Work Capacity** – Sufficient physical and emotional energy to deliver the results necessary to advance our mission.

• **Self- Starter** – A self-starter – create ideas and follow through without prodding. (Balanced with judgment and knowing when and how to ask for assistance and counsel.)

• **Enthusiasm** – A heartfelt passion for the work we do, which displays optimism – but not overselling and overstating.

• **Integrity** – A level of impeccable integrity that permeates others.

• **Gideon** – It is desirable, but not required that the successful candidate should be a Gideon member in good standing and an active participant in the activities of his camp. Experienced in state or camp leadership is beneficial.

• **Ministry Passion** - The Gideons International vision will be irresistible to the right person. People skills, organizational and communication abilities must be truly remarkable, this person will be excellent at vision-casting in a manner that inspires others to join with us and develop solid relationships.

**Expectations of the Director of Philanthropy**

• Analyzes the Philosophy that is Inherent in the Uniqueness of The Gideons International. Crystalizes the objectives of The Gideons International and transforms them into meeting the necessary financial requirements. Helps produce and create an atmosphere conducive to donor support. Plans ongoing financial programs to achieve stated development objectives – and directs the execution of these programs through the staff the Director supervises.

• Maintains contact with necessary Camps, Churches, and important other contacts as well as a large segment of individuals who may support The Gideons International's objectives with grants, gifts, and any other type of giving. Makes certain that the work of those who are supervised reaches the highest level of support possible.

• In order to meet development objectives, the Director works with those he supervises to:
  - Establish priorities for projects requiring funding;
  - Identify and research prospects for development – review results, compile donor list, identify and recruit volunteer leadership that can be helpful to assist in giving programs;
  - Increase gifts and grants on an annual basis at all levels;
  - Develop procedures to assure proper donor recognition, acknowledgements, and record keeping;
- Establish and maintain research that yields optimum and continuing results;
- Motivate staff to reach highest levels possible; and
- Maintains careful budget control procedures.

- Should have the ability to plan, implement, and complete a number and variety of projects simultaneously – and with success. Ability to supervise, motivate, and move staff to higher and higher levels of production is significant.

- Ability and willingness to travel, including overnight

**Minimum Education**

A Bachelor’s Degree is required and graduate or Master’s Degree is desirable. Three to five years’ experience of fundraising is desirable, particularly if it involves supervising others.

**Process of Candidacy**

If after reading this Opportunity Profile, you sense the gifts and experience God has given you are a good initial match for The Gideons International, we invite you to begin the “Expression of Interest” process. We handle all candidate information and conversations confidentially. You may contact Chad Carter at any stage of the process to get more information and to ask questions. (Contact information is below.)

Please provide the following documents and responses for review:

- A current resume
- Responses to the following questions: Please type out the question and then your answer.
  1. Using what you have learned about The Gideons International from the Gideons website, this Opportunity Profile, and any other research you chose to conduct, describe how your life and career have prepared you to serve The Gideons International as the Director of Philanthropy?
  2. Why is this the right time for you to serve in this role? Are you willing to “Count the Cost” to serve in such a role and why?
  3. Describe your faith in Christ. Tell us how you came to know the Lord, something about your journey with Him, your current walk and how your relationship with Him has affected your career. What factors or habits are currently contributing to the vitality of your daily walk of faith?
  4. If applicable, what are the offices you have held as a Gideon and for what duration?
  5. What is your view of Scripture and how does your view of Scripture impact your daily decision making, personally and professionally?
  6. Have you ever filed bankruptcy or for general protection from your creditors?
  7. Please share your personal as well as your work related goals (needs, wants, desires, hopes, expectations, dreams).
  8. Provide the names and contact information (telephone numbers and e-mail addresses) for four references who know you and your career well enough to comment on your suitability for the Director of Philanthropy position. (References will only be contacted after we have requested and received your permission to do so.)
The search will be conducted in a very thoughtful, thorough and consistent manner, with a conscious effort to preserve the confidentiality of all candidates. The search committee is committed to offering each potential candidate the same consideration throughout the process.

There is a strong sense of urgency to fill this vital role.

Submit this information in Microsoft Word (.doc) format to:
Chad Carter
The Gideons International
careers@gideons.org
Phone: (615) 564-5122

In the subject line of the email, please write “Director of Philanthropy”