



EXECUTIVE SEARCH OPPORTUNITY PROFILE

For the position of:
Vice President of
Advancement

AMG International
Chattanooga, Tennessee
April 2017



executive
search &
recruitment

ADVANCING NONPROFITS

SUMMARY OF THE OPPORTUNITY

This is an exciting opportunity to join the senior leadership team of AMG International as the Vice president of Advancement. This role will provide strategic leadership to all aspects of marketing and fundraising for a global organization driven by Jesus' example of compassionate ministry for the lost and by His command to make disciples around the world among every nation, tribe, and tongue.

AMG International, Advancing the Ministries of the Gospel, was founded in 1942 to minister to the physical and spiritual needs of Greek nationals; it has always been a holistic ministry. Called to work through national leaders who serve the 'least of these' while preaching the gospel of Jesus Christ and seeing lives transformed, today AMG International is an evangelical Christian missionary agency ministering in over 30 countries around the world.

Throughout its 75 year history, AMG has been creative in finding ways to share the Gospel. Endeavoring to meet people at their point of need, whether it be hunger, sickness, or hopelessness, AMG shines the Light of Jesus as the only answer to the problems of this life and the only hope for eternal life. This goal can be achieved only as AMG partners with Christians around the world and here at home who share their passion for holistic service and discipleship.



MISSION STATEMENT: AMG exists to encourage, equip, and develop Christ-centered national leaders to become instruments of Gospel advancement and community transformation.

ABOUT AMG INTERNATIONAL

Our Start: The call of Christ from America to Greece and then to the nations.

In 1946, Spiros Zodhiates (1922–2009) came to the United States to join the nascent American Mission to the Greeks at the invitation of its founders, George Georgakis and Nicholas Lambrides. At that time, there were two part-time employees working out of a one-room office in New York City. Initially serving as Secretary General, Dr. Zodhiates became president of the organization in 1966, upon the death of Nicholas Lambrides.

Throughout his six decades of leadership, Dr. Zodhiates demonstrated a profound commitment to the Word of God and a singular focus on accomplishing his calling faithfully. He authored numerous exegetical works in both Greek and English, edited the Hebrew–Greek Key Word Study Bible, and was heard for many years on the New Testament Light radio and television programs.

Upon the retirement of Dr. Zodhiates in 2005, Paul Jenks became president of AMG, having served as CEO of the organization since 1996. Under the faithful leadership of Mr. Jenks, AMG International took advantage of a number of new opportunities for sharing the Good News.

Having a strong desire to return to ministering to the Asian people after having served as an AMG missionary in Thailand for 15 years, Mr. Jenks and his wife, Lois Zodhiates Jenks, returned to the mission field in 2013, where he continues to serve with AMG as Vice President of Asian Outreach.

Today led by Anastasios (Tasos) Ioannidis, AMG is looking ahead to exciting new opportunities for Gospel-focused, life-changing ministry in the digital age and around the world via the strategic partnerships, national leaders, and missionaries it serves.

Who We are Today: *“We’ve been doing for 75 years what everyone else is now talking about: working with and through national leaders to accomplish the holistic mission of the Gospel of Christ.”*

From its humble beginnings in 1942 as a holistic ministry focused on the Greek people, a global missions organization has developed that focuses concretely on the equipping, empowering, and resourcing of national leaders to do the work of the Gospel in word and deed around the world.

Many are brought to belief and trust in Jesus Christ through evangelism faithfully carried out by AMG missionaries, national workers, church planters, schools, radio programs, and news media evangelism. Thousands of hungry children are fed and cared for in AMG childcare centers, and broken bodies are given medical help in hospitals, clinics, and leprosy centers.

AMG’s holistic ministry philosophy recognizes that people in extreme physical circumstances are often unable to hear the truth of the Gospel in the context of desperate need. Because of this, AMG touches lives and hearts of those in need by ministering to them on a physical and spiritual level. AMG expresses the compassion of Christ in accordance with God’s will while serving pastors and churches by informing, challenging, and encouraging them to fulfill God’s call to the nations.

What We Do: *AMG exists to encourage, equip, and develop Christ-centered national leaders to become instruments of Gospel advancement and community transformation.*

AMG’s mission is driven by Jesus’ example of compassionate ministry for the lost and His command to make disciples around the world among every nation, tribe and language. The loving and saving message of the Gospel of Christ transforms communities and advances the Kingdom. At the very core of such sustainable transformation are national leaders and the local church.

By “encourage, equip, and develop” we mean...

- Providing financial and missionary human resources to:
 - Invest in biblical leadership development of nationals
 - Train pastors and support local church planters
 - Support child and youth development centers to grow disciples of Christ that one day will lead their churches, communities, and nations

By “Christ-centered national leaders” we mean...

- Committed disciples of Jesus who are living examples of the transforming power of Christ, who are advancing the Gospel message of love, reconciliation, and salvation, and who are:
 - Spiritually healthy and growing
 - Equipped to lead and provide for their families
 - Reproducing other disciples and disciple-makers



VISION STATEMENT:

Our vision is ever more communities all around the world radically transformed by the love of the Gospel...communities with reproducing, multiplying, Christ-centered national leaders who are part of thriving, engaged local churches growing committed disciples of Jesus, boldly proclaiming the Good News, compassionately caring for spiritual and physical needs, and advancing the Kingdom in all aspects of society.

By “become instruments of Gospel advancement and community transformation” we mean...

- Servant leaders expressing the love of God in word and deed, thereby transforming communities which:
 - Include a vibrant, growing, and engaged local church demonstrating the transforming power of the Gospel of Christ
 - Include financially stable and sustainable ministries
 - Compassionately care for the poor and needy physically and spiritually, and advance social justice expressed in dignity and well-being of all persons



Our Foundational Operational Practices

1. Partnerships

- We partner with nationals in support of the local church
- We partner with like-minded individuals and organizations to maximize Kingdom resources in meeting the needs of those whom we serve

2. Strategies

- We utilize flexible, scripturally-permissible, culturally-relevant strategies that effectively advance our mission and vision in each local context

3. Holistic Gospel

- We treat each individual as one made in the image of Christ, with inherent worth and value
- We advance the Gospel in truth and in deed, compassionately addressing the spiritual and physical needs of the entire person

For a more detailed explanation of some of AMG’s various programs and fields of ministry, please visit the [AMG International website](#).

THE OPPORTUNITY

This is an exciting opportunity to join the senior leadership team of AMG International as the Vice President of Advancement. Serving on the executive team of this 75 year-old ministry, this person will lead the organization in professionalizing its marketing and development strategies in order to implement effective activities leading AMG into a new season of growth.

AMG is at a critical point in its organizational history as it seeks to navigate both internal change and great external opportunity. With a committed CEO and strong leadership on the operations and international programs sides, AMG has determined to look outside its own committed core fundraising team for a strategic thinker who embodies two critically important success factors:

1. *Missional alignment and calling:* AMG is a deeply committed Great Commission ministry comprised of many longstanding and some more recently added staff. The successful candidate

should be called to the ministry of AMG and committed to leadership within the context of tight-knit and loving “family” of like-minded servants.

2. *Fundraising Expertise:* AMG has an estimable past built on its strong partnerships in the field and the inspired leadership of its long-time CEO and public face, Dr. Spiros Zodhiates. In the 1990s and early 2000s, most fundraising was accomplished through relational networks and based on the national media platform of Dr. Zodhiates, as well as funding that was specifically derived through missionary support and child sponsorships. With a strong executive team in place, the ministry is seeking a seasoned fundraising professional who can evaluate existing data across a diversity of programs and fields and lead direct fundraising as a player-coach.

Over the last 12 months, a comprehensive advancement plan has been developed that has staff buy-in and executive approval. It is considered “both aggressive and doable.” Now AMG is seeking the right candidate to move that plan forward with effective implementation. All levels of the ministry staff are open and eager for guidance – a development-friendly culture is being cultivated and AMG needs its next leader to carry that banner with passion, enthusiasm, and a servant’s heart.



At the forefront of AMG’s current fundraising priorities are:

- **New Donor Acquisition.** AMG has a loyal but aging donor base and it needs a leader who can help bring AMG’s great work to a new generation of funders and stakeholders in the US and beyond.
- **Major Donor Development.** This function has not previously been formalized at AMG; the time is ripe for the segmentation, cultivation, and engagement of existing and new potential major givers.
- **Planned Giving.** With a long-standing and highly loyal donor-base dating back to the era of Dr. Zodhiates’ leadership, planned giving has a uniquely open window at AMG in this season.

THE POSITION

Reporting to the President/Chief Executive Officer of AMG International, the Vice President of Advancement is responsible for leading, managing, and executing the advancement strategies of the ministry. The leader of this function needs to have a passion for Christ, a genuine affinity for the mission of AMG, and a desire to serve others. The unique combination of *drive to accomplish goals* AND *genuine, Christ-centered humility* is what AMG is looking for in its next VPA.

The role will seek to advance and fund the organization’s worldwide ministries by implementing a comprehensive advancement strategy that includes mass-market fundraising and strategic communications. It will be especially focused on the building and cultivating of discipling relationships with present and future partners, offering opportunities for these partners to practice their biblical call to stewardship and generosity of the resources with which God has entrusted to them.

The comprehensive advancement plan addresses all aspects of marketing and communications

including developing appeals, media communications, and helping to drive brand awareness. The strategy also focuses on donor partnerships, including development of existing donors, acquisition of new donors, development of major donor relationships, grants, legacy gifts, and any other fundraising efforts, setting specific goals and defining strategies to achieve those goals.

Responsibilities

Vision, Mission, and Values

- Execute the Vision and Mission of AMG International and adhere to the founding principles and values on which the ministry was built
- Ensure that all activities, policies, and procedures are in alignment with and support the vision, mission, purpose, and values of AMG International

Processes and Personnel

- There exists a well-articulated, biblically-based Philosophy of Fundraising that guides all fundraising strategies and activities
- The strategic plan, development calendar, and action plans proactively anticipate ministry funding needs, and consistently reflect AMG's Mission and strategic ministry objectives
- Implementation of the advancement plan: action plans, development objectives, and performance are consistently monitored and measured against the AMG Mission, strategic objectives, and the strategic plan for development
- There is a growing donor base and growing financial support for the ministries of AMG in accordance with the goals and objectives set forth in the strategic plan for development
- There is leadership for all marketing and communication, and brand awareness building projects and processes, including direct mail, web, and social media
- Multiple media channels are used to promote the ministry, communicate its vision, and identify its needs as appropriate
- Development staff demonstrates a good understanding of AMG values, mission and vision, and operates effectively in a team environment
- The President/CEO and other key staff are supported in their roles in fund development with research, resources, leads, and any other support that may be needed
- Opportunities for major gifts — both current and planned — are consistently and effectively presented to individuals and to corporations, foundations, service organizations, and other financially capable current donors and donor prospects. This includes opportunities to support the ministry through estate planning gifts
- There are database tools and well-defined processes to facilitate prospect and current donor research, and match that information with funding needs through appropriate giving opportunities
- There is a variety of communication strategies in place, including personal visits, church visits, media awareness, and printed and visual materials, that can be used to develop and deepen relationships with existing or potential donors
- A system of internal controls is in place that provides reasonable assurance that development programs are effective, operations are efficient, assets are safeguarded, financial information is reliable, ethical fundraising practices and compliance requirements with applicable laws, regulations, policies and procedures are satisfied



Qualifications

- Strong, personal commitment to Jesus Christ, to the Great Commission, and to biblical stewardship
- Proactive and willing to initiate actions required to achieve desired results
- Superior organizational skills
- Strategic thinker
- Ability to analyze data
- Ability to assess advancement needs and develop strategies to meet the needs
- Effective communicator
- Ability and willingness to travel as needed and meet with donors in person
- Experience in successfully developing and executing strategic advancement plans
- Ability to manage in-house and outsourced personnel to achieve desired results

COMPENSATION

Compensation and benefits for this position are competitive with comparable opportunities. AMG is committed to attracting and retaining quality staff members.

LOCATION

This position is based at AMG's headquarters in Chattanooga, Tennessee. Chattanooga is a vibrant and growing city that was recently listed by Outside Magazine as the number 1 city in the country to live. It has a low cost of living, excellent churches, a great downtown and water-front, and it is nestled in the Tennessee Valley with abundant outdoors and nature pursuits in all directions. The ministry is committed to identifying and recruiting the right leader called by God to fulfill this role and will assist the successful candidate with the cost of relocation.

THE SEARCH AND SELECTION PROCESS

[DB&A Executive Search & Recruitment](#) has been retained by AMG to conduct this search for the Vice President of Advancement. Candidates will be identified through a number of sources, and DB&A consultants will review and evaluate all interested parties in the process of determining a final group for consideration. The search will be coordinated by the AMG Senior Leadership team who will be involved in all aspects of the process, including interviewing finalists and making the final selection decision.

The search will be conducted in a professional, consistent manner with a commitment to all potential candidates being afforded the same considerations by the search firm and the Client. AMG is an equal opportunity employer and strictly adheres to a policy of nondiscrimination without regard to race, color, sex, handicap, or national origin. All reasonable efforts will be made to protect the confidentiality of candidates.

For further information on this search, please contact:



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