



EXECUTIVE SEARCH OPPORTUNITY PROFILE

For the position of:
Chief Financial Officer

Biblica, The International
Bible Society
December 2018



**executive
search &
recruitment**

ADVANCING NONPROFITS



SUMMARY

It is with great pleasure that we announce the search for the next Chief Financial Officer of Biblica, The International Bible Society. Under the leadership of its gifted and credentialed new CEO, Geof Morin, Biblica is poised for growth and ever-increasing global impact as it focuses on its three pillars of ministry leadership: Bible Translation, Bible Access, and Bible Engagement.

As a charter member of the Every Tribe, Every Nation (ETEN) alliance of Bible agencies, Biblica fulfills a unique and critical role in the global Bible translation space. Focused on providing contemporary translations of the Bible in the world's major languages, Biblica's translation work ensures approximately 80% of the world's population has access to the Holy Scriptures in their own language. Biblica's translations also serve as gateway texts for other translation agencies to access and use in translating Scripture portions for smaller language groups currently living in Bible poverty. Additionally, through direct partnerships with the world's leading ministries, Biblica directly resources Bible engagement strategies in every corner of the globe.

Leveraging a career of global leadership at American Bible Society, Geof brings to Biblica both the global vision and specific expertise necessary to catapult this storied, 200+ year-old ministry into its next era of excellence alongside its Great Commission partners at home and around the world. As he begins his tenure as Biblica's new CEO, Geof is focused on building world-class teams and partnerships at every level of the organization and in every corner of the world, starting with his Executive Leadership Team in Colorado Springs. Already served by strong executive leaders including the Chief Advancement Officer, Chief Strategy Officer, and Chief Ministry Officer, we are now recruiting Biblica's new CFO to replace the ministry's long-serving and tirelessly committed outgoing financial leader who is retiring.



THE INTERNATIONAL BIBLE SOCIETY



About Biblica, The International Bible Society

In 1809, several believers gathered in lower Manhattan, New York, to discuss the city's spiritual needs. Among them were community pillars including Henry Rutgers (Rutgers University) and William Colgate (Colgate Palmolive Corp). They formed the New York Bible Society, later renamed International Bible Society, and now Biblica. While the name on the door may have changed, Biblica's commitment to providing God's Word for a waiting world remains unchanged and unwavering.

NYBS' Bible outreach soon spread as far and rapidly as the young nation itself through outreach to mariners, soldiers, and pioneers heading west. And in 1810, the fledgling society funded its first translation, William Carey's Bengali Bible translation in India. Two years later, in 1812, the NYBS began its ministry to the military, and in 1815 they began ministry to prison inmates. Both of these ministries have continued to the present day.

Over the course of the next two centuries, the New York Bible Society pioneered not only in the area of Bible translation but also led the way in direct Bible access and engagement for the least and the lost in our burgeoning nation, including first placing Bibles in hotel rooms (1836), providing Bibles for hospital patients, and providing braille Bibles for the blind.

During the 1950s, the Society became the publishing sponsor of the New International Version of the Bible. When it was completed in 1978, the NIV quickly became the best-selling contemporary English translation of all time.

Whether providing the Gospel and God's Word to more than 9 million immigrants crossing Ellis Island as they arrived in America for the first time with the hope of a new start and a new life or delivering God's Word to US soldiers on every major battlefield since the War of 1812, Biblica has remained unyielding in its commitment to bringing God's word to people in a way they understand so that they are transformed by Jesus Christ.

In 2009, the International Bible Society changed its name to Biblica. Entering its third century of ministry, the ministry had provided more than 650 million Bibles and biblical resources to people around the world.



Biblica Today: “A one-stop Bible ministry, bringing the power of God’s Word to the frontlines of Gospel ministry.”

Building on nearly 210 years of Bible ministry to get God’s Word where it is needed most, Biblica is honored to be the Gateway Language partner within the illumiNations movement, serving both the biggest languages and the Bible-less. In alignment with CEO Geof Morin’s vision as well as the ministry’s core values and mission, Biblica is becoming ever more focused – building Scripture technology, translation and tools to accelerate Bible ministry for those not yet reached. Leveraging international teams and global partnerships to help reach the world’s hardest places, the ministry’s leadership is likewise passionate about bringing the hope of Jesus Christ to the generations facing poverty, lostness, and the world’s worst atrocities.

Today, Biblica, the International Bible Society, partners with like-minded organizations to minister God’s Word in 55 countries. The global ministry continues to include Bible translation, Bible access, and Bible engagement programs.

BIBLICA’S FOCUS AREAS: Three Primary Pillars.

Bible Translation: Working in partnership with the illumiNations Movement, Biblica translates and publishes the full Bible into major spoken languages, so people can easily read and understand God’s Word.

Bible Access: Biblica partners with local churches and para-church organizations to ensure that people facing challenges, such as poverty and persecution, have access to the Bible so they can experience the love of Christ.

Bible Engagement: Biblica strives to provide programs and Bible strategies for our partners to help people engage deeply with the Bible, giving them the tools they need to apply Scripture to their lives.



THE OPPORTUNITY

The new CFO will serve as an anchor executive at Biblica’s global headquarters in beautiful Colorado Springs in the context of a global CEO and CAO whose responsibilities will have them frequently traveling. The successful candidate must be an experienced and excellent financial strategist who can understand, embrace, and bring clarity to the financial management and growth of an international ministry operating in 55 countries and which counts as revenue streams royalties and publishing rights as well as a diversified and comprehensive fund development program.

In addition to being a proven financial strategist and excellent leader of people, this role – like every other at Biblica – must be filled by a selfless and servant-hearted “player-coach” who is not afraid to roll up his/her sleeves and get into the weeds to help solve problems and facilitate the smooth day-to-day functioning of the organization. A nuanced understanding of GAAP as well as experience with the intricacies of global licensing agreements will both be strong assets for the new CFO.

QUALIFICATIONS, COMPETENCIES, & RESPONSIBILITIES

As a key member of the Senior Leadership Team, the Chief Financial Officer will report to the President & CEO and assume a strategic role in the overall management of the Organization and its Foundation. The CFO will provide leadership for planning, implementing, managing and controlling all financial-related activities of the Organization. This will include oversight for accounting, finance, forecasting, strategic planning, legal, institutional financing, deal analysis and negotiations, and regulatory compliance.

The CFO serves as the Treasurer of the Board of the Organization and its Foundation and works directly with the Organization’s Global Finance Committee and Audit & Risk Committee. This position also oversees the IT, Human Resources, and Facilities Departments.

Responsibilities:

- Oversee all aspects of the Finance & Accounting functions of the organization.
- Provide leadership in the development for the continuous evaluation of short and long-term strategic financial objectives.
- Ensure credibility of Finance group by providing timely and accurate analysis of budgets, financial trends and forecasts.
- Evaluate and advise on the impact of long-range planning, introduction of new programs/strategies and regulatory action.
- Establish and maintain strong relationships with senior executives to identify their needs and seek full range of business solutions and financial implications of ministry activities.
- Manage processes for financial forecasting, budgets and consolidation and reporting to the Organization.
- Provide recommendations to strategically enhance financial performance and ministry opportunities.
- Ensure that effective internal controls are in place and ensure compliance with GAAP and applicable federal, state and local regulatory laws and rules for financial and tax reporting.
- Oversee the Organization's global IT infrastructure and applications evolution to ensure key ministry strategies and processes are driven by systems that enable change, growth and flexibility.
- Oversee global employee compensation and benefit plans, with emphasis on recruiting, training and maintaining a highly motivated and skilled work force, while maximizing a cost-effective compensation and benefits package.

Supervises:

Director of Finance, Director of IT, Human Resources Compensation and Benefits Manager, Facilities Manager, and indirectly supervises the Africa, MENA and Europe Finance Directors.

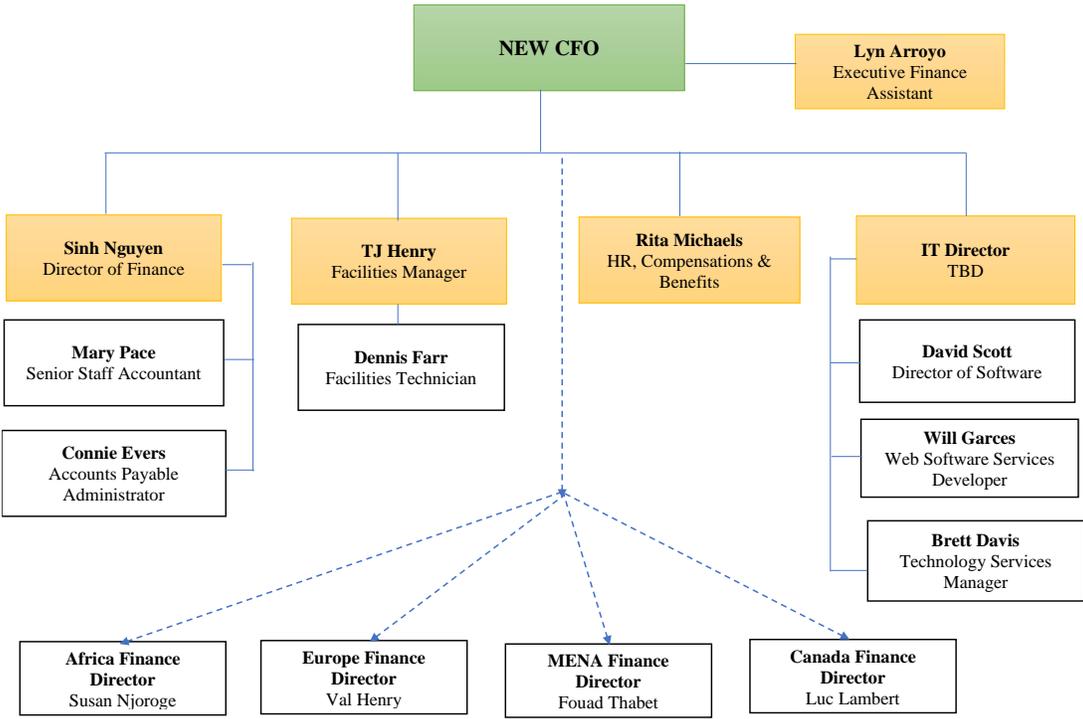
Resource Responsibilities

This position has budget development responsibility for the Global Finance Area of \$1,400,000 with commensurate signing authority of \$150,000.

Qualifications:

- Strong personal commitment to Christ and to Biblica's Purpose, Mission Statement, Statement of Faith and Christian Community Policy.
- Strong problem solving and creative skills and the ability to exercise sound judgment and make decisions based on accurate and timely analyses.
- High level of integrity, confidentiality and dependability with a strong sense of urgency and results-orientation.
- Strong interpersonal skills, ability to communicate and manage with staff at international locations essential.
- Master's degree in finance, Accounting or Business Administration. Certified Public Accountant or Certified Management Accountant preferred.
- Ten years' experience in executive leadership with at least five of them in non-profit management.

- Understanding of international accounting processes, investment portfolio management and trust/fiduciary accounting.
- Experience interfacing with a Board of Directors or similar governance structure.
- PC proficiency (Windows environment) and strong working knowledge of Excel is essential. Working knowledge of Great Plains Dynamics accounting software is preferred.
- Skilled in cross-cultural understanding sensitivity with ability to travel and communicate globally.
- Excellent oral and written communication skills.
- Ability to work well with others and motivate staff.



BIBLICA’S STATEMENT OF FAITH AND CORE VALUES

We Believe...

In one God, eternally existent in three persons – Father, Son, and Holy Spirit;

In the absolute deity and full humanity of our Lord Jesus Christ, God the Son, His virgin birth, His sinless life, His miracles, His substitutionary and atoning death for all through His shed blood, His bodily resurrection, His ascension to the right hand of the Father, and His personal return in power and glory to judge the living and the dead;

In the present ministry of the Holy Spirit, by whose indwelling the Christian is empowered to live a holy life, to witness and work for the Lord Jesus Christ;

In the divine inspiration of all 66 books of the Old and New Testaments as originally given, guaranteeing their infallibility, entire trustworthiness, and supreme authority in all matters of faith and conduct;

That all people are sinners and cannot save themselves. Salvation is received as a free gift of God’s grace, apart from works, through repentance and personal faith in the redemptive work of Christ and the regenerating power of the Holy Spirit;

In the bodily resurrection of both the saved and the lost, the eternal blessedness of the saved, and the eternal punishment of the lost;

In the spiritual unity of believers in our Lord Jesus Christ who are thus members of His Body, the Church, whose work is the worship of God, perfecting the saints, and evangelization of the world.

We seek to embody these core values as we use our expertise in the areas of Bible translation, access, and engagement to inspire the worldwide Body of Christ.

COURAGE

We know that as we follow and serve Christ, He will empower and equip us to do all He calls us to do.

TRANSPARENCY

By being transparent with each other, we build trust and have greater success in our work.

SUSTAINABILITY

God has called us to be wise stewards of the resources He has given us, so we can further His Kingdom.

HUMILITY

Our goal is to be completely humble – doing nothing out of selfish ambition – patiently bearing with each other in love.

Accountability

Accountability is an essential part of living and working as a community of believers, united in faith and mission.

RESPECT

We respect God and each other, honoring our Creator and all that He has made.



We are an international organization that values the perspectives and insight of cultures outside the United States.

GENEROSITY

We are generous in serving each other, as well as our partners, so that more people can be transformed by Christ.

FAITHFULNESS

We strive to be faithful to God in all of our work and to follow His will in ministry.



We know that God is the Author of all creativity and we desire to express His creative excellence in all we do.



We are a team, a family, and a part of the Body of Christ. Partnering with each other and with like-minded ministries and churches helps extend our reach and impact.

Integrity

We desire to keep our promises to each other, to the Lord, and to our partners, living honestly and building trust.

COMPENSATION AND BENEFITS

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

THE LOCATION

This position is based at Biblica's headquarters in magnificent Colorado Springs, Colorado, at the foot of the Rocky Mountains. A global ministry hub with the feel of a friendly, small city, Colorado Springs is a strong community with excellent schools, a reasonable cost of living, and an unparalleled location. Biblica 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 Biblica to conduct this search for the next Chief Financial Officer. Candidates will be identified through a number of sources; 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 members of Biblica's senior leadership team who will be involved in all aspects of the process, including interviewing finalists and participating in the decision-making process.

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. Biblica 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.

Additional information may be obtained by visiting <http://www.DBA-Search.com>

For further information on this search, please contact:



Cole Costanzo, Chief Executive Officer
1998 Hendersonville Rd
Suite 23
Asheville, NC 28803
DBA-Search.com