



EXECUTIVE SEARCH OPPORTUNITY PROFILE

For the position of:
V.P. of Development

MISSION EURASIA

July 2019



**executive
search &
recruitment**

ADVANCING NONPROFITS



MISSION
EURASIA

SUMMARY

We are pleased to announce the search for the next Vice President of Development for Mission Eurasia, a \$2.6+ million-dollar global ministry. This position rounds out a small, passionately committed executive team that has a big vision for increasing organizational impact and growing charitable income. This position is perfect for an entrepreneurial, mid-career level, development professional with donor relations experience. The successful professional must thrive in a self-directed, fast-paced work environment where most staff are on the move and enjoy working with a small team who are deeply committed to the mission of training, equipping, and mobilizing the next generation of Christian leaders throughout Eurasia who face many challenges and obstacles.

Currently, the headquarters for Mission Eurasia is in Wheaton, IL, but plans are underway to relocate to Franklin, TN. Working remotely is a real possibility and accessibility to Franklin is a big plus. The ability to travel in the U.S. and overseas is a necessity and truly a life-changing opportunity.

Mission Eurasia's innovative programs have one primary strategic focus: to train and equip national Next Generation Christian leaders in Eurasia and Israel who will partner with local churches in providing gospel witness throughout Eurasia and beyond.





ABOUT MISSION EURASIA

Mission Eurasia (formerly called Peter Deyneka Russian Ministries or Russian Ministries) was founded in 1991 just after the collapse of the Soviet Union by Reverend Peter and Anita Deyneka to react quickly and decisively to new opportunities for evangelism and church-planting in this former communist empire.

Today, under the leadership of [Sergey Rakhuba](#), Mission Eurasia and its in-country affiliate Mission Eurasia Field Ministries work in 13 countries of Eurasia and Israel to train, equip, and mobilize the Next Generation of Christian leaders to transform their nations for Christ through strategic, holistic ministry.

ABOUT THE PRESIDENT

Sergey Rakhuba has served as the president of Mission Eurasia (formerly Russian Ministries) in Wheaton, IL since 2010. Prior to this, Sergey served as the Vice President of Russian Ministries, overseeing all ministries in the former Soviet Union. Originally from Ukraine, Sergey Rakhuba is a gifted national believer who has a great vision for his homeland.

Mission Eurasia's co-founder Anita Deyneka calls Sergey, "...one of the finest Christian leaders we have met anywhere in Russia. He has been with us since we began and was instrumental in establishing our ministry in Eurasia."



After the Iron Curtain fell, Sergey planted a church near Moscow and now has a great desire to help train other nationals to expand evangelism and church growth throughout Eurasia. Sergey helped to establish 52 Evangelism and Church-Planting Centers in key regions of Eurasia. These centers provided training in evangelism and church-planting for Christian workers, and served as networks for the distribution of Christian training materials and other resources for evangelism and Christian growth. National evangelists and church-planters have started over 1,000 new churches with the training and resources they have received through these centers.

Today, as Mission Eurasia's president, Sergey Rakhuba casts the strategic vision for the organization and plays a leading role in developing and implementing strategic ministry models designed to transform the spiritual landscape of Eurasia. As an expert in ministry training initiatives, Sergey focuses on the need to train, equip, and mobilize a Next Generation of Christian leaders through strategic training programs.

Sergey attended Moody Bible Institute, studying International Ministries and Evangelism. Sergey and his wife Tanya live near Wheaton, IL with their young daughter, Sophia. Sergey and Tanya also have two married children, Dmitri and Evgenia.

MISSION

Mission Eurasia's mission is to train, equip, and mobilize Christian leadership throughout Eurasia, who will engage in indigenous evangelism, church-planting, holistic ministries, and church growth by developing creative and strategic ministries and by facilitating partnerships between nationals and Western Christians.

VISION

Mission Eurasia's vision is to evangelize, train, equip, and mobilize the Next Generation in the countries of Eurasia and Israel to lead the church in transforming their nations for Christ.

CORE VALUES

Mission Eurasia's core values drive strategic planning and program design undergirding all the work that they do.

- Centrality of the church
- Bible-centered
- Stewardship
- Field-driven
- Accountability
- Purpose-driven
- Networking and partnerships

"We must work the works of him who sent me while it is day; night is coming, when no one can work."
John 9:4

"I will build my church, and the gates of hell shall not prevail against it."
Matthew 16:18

“It’s not easy being a Christian in our country. Many people tell me that I’ve betrayed the faith of our ancestors. It’s difficult to find work in Tajikistan, and most men find that they must travel to Russia to find jobs to support themselves and their families. But I don’t want to leave. I love my country and I want to serve Christ here! This conference has helped me understand how I can do that. I was inspired by the vision of sharing Christ in the workplace. I believe that God will help me find a job in Tajikistan, which will allow me to be a witness for Him among my future coworkers!”

Local Tajik Believer

THE WORK OF MISSION EURASIA

Mission Eurasia focuses the gifts and energies of the global church on training and mobilizing young national Christian leaders in 13 countries of Eurasia and Israel. By providing strategic training, ministry experience, and a biblical foundation to their leaders, they invest in the Next Generation of the church and equip thousands of young men and women for a lifetime of impactful Christian witness and service through the projects below.

- [Leadership Training](#)
- [Scripture & Christian Literature](#)
- [Children’s Ministries](#)
- [Humanitarian Outreach](#)
- [Religious Freedom](#)

Within their ministry thrusts several on-going **special projects** focus their staff resources and provide concrete offers for their fundraising campaigns and donor communications.

School Without Walls (SWW) – Next Generation Professional Leaders Initiative (NGPLI) – Next Generation National Authors – Scripture Publishing and Distribution – Church-Planting Initiative – Ministry to Unreached People Groups – I Care Refugee Assistance Program – Religious Freedom Advocacy – Family as Mission – Gift of Hope Christmas Outreach – Summer Bible Camps – Home for Every Orphan

BUDGET

In 2018, Mission Eurasia’s net assets totaled \$2.6+ million. Sizeable income sources include churches, individuals, and private foundation grants.



“The work of Mission Eurasia has a long and distinguished history of effective Kingdom work. I have followed with great interest and admiration their progressive adaptation to the changing landscape of Europe without compromising the changeless message of the gospel.”

*Dr. Joseph Stowell, President of Cornerstone University
Grand Rapids, MI*

POSITION DESCRIPTION

The Vice President of Development is responsible for providing leadership in all areas of fundraising to ensure that Mission Eurasia (ME) attracts and retains philanthropic support consistent with the institution’s strategy and mission. This position reports to the President.

RESPONSIBILITIES

- Provide leadership and oversight to the Development and Communications staff
- Serve on the executive team, contributing to overall institutional effectiveness and representing the strategic priorities of Development
- Collaboratively develop and implement the Development plan that will generate funds consistent with the mission
- Provide and implement plans for the major gift program, planned gifts, direct marketing, new donor acquisition, donor cultivation strategies, and capital campaigns
- Assist the Board of Directors in building long-term relationships that yield significant support from major donors
- Within an assigned case load of donors and donor prospects, analyze major gift potential, customize and coordinate the involvement of the president and volunteer leadership, and solicit major gifts nationwide
- Provide administrative oversight, including fiscal management of all Development staff, programs, and activities
- Formulate and manage Development’s annual budget, measure performance to budget, and prepare reports
- Nurture a culture of stewardship throughout the institution
- Work with Communications team to create engaging, cohesive Development collateral and donor cultivation pieces
- Monitor key performance indicators and prepare gift income reports for the Board of Directors and Executive Team as requested
- Oversee the development, implementation, and management of policies and procedures as they relate to fundraising activities
- Oversee the donor management CRM and other ancillary fundraising technology platforms, ensuring that effective systems and accurate records are maintained
- Manage donor-related events, including oversight of vision trips
- Hire, train, and evaluate staff
- Review and approve all vendor contracts related to the Development department

QUALIFICATIONS

- Bachelor's degree, plus five years of progressive work responsibility in nonprofit leadership, fundraising, international business, or global humanitarian sector
- Formal fundraising certification such as CFRE, FAHP, or equivalent non-certified training
- Ability to work independently and apply an entrepreneurial approach to leadership
- Ability to communicate effectively both orally and in writing
- Willingness and ability to travel locally and nationally and to work non-traditional hours
- Basic understanding of charitable tax law and ability to communicate the legal implications to a diverse constituency
- Excellent organizational and time management skills
- Ability to establish trust and work collaboratively with ME constituents, stakeholders, and donors
- Ability to build trust, inspire, and offer accountability to other Development staff
- Adhere to the conservative evangelical Protestant faith
- Agree with Mission Eurasia's Statement of Faith and Lifestyle Expectations.

It is important that candidates align with Mission Eurasia's Statement of Faith (see Appendix) and commit to living out a Christ-centered, biblically consistent lifestyle, both on and off the job. The following values drive behavior for all ME staff:

- A belief that all people are of great value, regardless of age, race, gender, development, appearance, or ability
- A tangible concern for the needy, locally and globally
- Integrity, truthful speech, and respect for each other
- Regular participation in a church community
- A belief that marriage is intended to be between a man and a woman
- A belief in the sanctity of life
- A commitment to strong and healthy families worldwide

COMPENSATION

The compensation package is competitive with comparable opportunities. Mission Eurasia is committed to attracting and retaining talented leadership and staff.

THE SEARCH AND SELECTION PROCESS

[DB&A Executive Search & Recruitment](#) has been retained by Mission Eurasia to conduct this search for their next VP of Development. Candidates will be identified through several 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 leadership of Mission Eurasia, and the final candidate selection will be made by a search committee consisting of Mission Eurasia's leaders.

The search will be conducted in a professional, consistent manner with a commitment that all potential candidates will be afforded the same considerations by the search firm and the Client. All reasonable efforts will be made to protect the confidentiality of candidates.

Additional information on the search process may be obtained through Barbara Bowman, Vice President of Client Services, DB&A Executive Search, or by visiting <http://www.DBA-Search.com> and clicking on the "Opportunities" page for position information and to submit an application online.

For further information on this search, please contact:



Barbara Bowman, Vice President Client Services
Email: resumes@dickerson-bakker.com

1998 Hendersonville Rd
Suite 23
Asheville, NC 28803
DBA-Search.com