

EXECUTIVE SEARCH OPPORTUNITY PROFILE



For the position of:

Chief Advancement Officer

World Renew

May 2019



**executive
search &
recruitment**

ADVANCING NONPROFITS

SUMMARY OF THE OPPORTUNITY

We are excited to announce the search for the next Chief Advancement Officer (CAO) for World Renew, an agency of the Christian Reformed Church in North America, encompassing the registered charitable organizations in both Canada and the U.S. This high-profile position is located at the World Renew offices in thriving Grand Rapids, Michigan.

The person who fills this significant leadership position will have the opportunity to leave his/her mark and build a sustainable fundraising and marketing function that lives far into the future. The new CAO will be jumping into the collaborative pre-planning and implementation of a comprehensive fundraising campaign aimed at increasing the general operating budget.

This strategic position will be an integral part of World Renew's unique collaborative leadership team that includes Co-Directors, Carol Bremer-Bennett (U.S.) and Ida Kaastra Mutoigo (Canada). The highly engaged leadership team members and direct reports are dedicated to the success of the new CAO and committed to a smooth and quick on-boarding process.

As such, the person who is hired in this position will be an integral part of a highly skilled, passionate and committed leadership team, all called and serving together. The CAO will lead a talented team of fundraising, communications, and marketing staff at World Renew's headquarters in both Grand Rapids and Burlington, Ontario, Canada.

This position will be an exceptional opportunity for a veteran development professional seeking to create a culture of philanthropy; influence and shape a sustainable fundraising program; work directly with high capacity donors including individual donors, foundations, and churches; shape the brand and marketing messaging; supervise staff; and have a voice regarding direct ministry impact in an organization specifically focused on God's call to mercy and justice in the world.



ABOUT WORLD RENEW

World Renew is about creating a world where people experience and extend Christ's compassion and live together in hope as God's community.

The board of directors, staff, and donors are compelled by God's deep passion for justice and mercy and the desire to be involved in renewing hope, reconciling lives, and restoring creation for impoverished and hurting people world-wide.

The contemporary testimony of the Christian Reformed Church, *Our World Belongs to God*, also reaffirms this identity as God's creation and beloved children. It tells us we are "made in God's image . . . appointed earth keepers and caretakers." It goes on to claim our identity as God's covenant partners: *"set free for joyful obedience, we offer our hearts and lives to do God's work in the world. With tempered impatience, eager to see injustice ended, we expect the Day of the Lord."*

"As God's image bearers, we don't just observe God's justice and mercy. We inhabit it," explained Ida Kaastra-Mutoigo, World Renew co-director. "We own it because we belong to God. Justice and mercy are as much a part of our identity as God's beloved."

World Renew's ministry is multi-faceted:

COMMUNITY DEVELOPMENT

World Renew staff and volunteers come alongside communities in 30 countries around the world to help bring about renewal. Through partnerships with more than 130 churches and community organizations, local people are trained to be leaders in their own communities. Thus, World Renew, together with partners and local leaders, is able to address major issues like hunger, malnutrition, poverty, illiteracy, HIV/AIDS, child mortality, and injustice.

DISASTER RESPONSE & REHABILITATION

When disasters strike, World Renew responds to the urgent needs that arise. In North America, this often includes clearing debris, assessing needs, training local leaders, and repairing and rebuilding damaged homes. Internationally, it includes providing and distributing emergency food, water, shelter, and other supplies. It also often involves reconstruction of homes and livelihoods. World Renew's ability to respond to disaster is enhanced and greatly supported by several strategic partnerships and alliances.

PEACE & JUSTICE

World Renew was founded with a heart for peace and Biblical justice. This includes reaching out to people in North America and around the world to connect them to ministry, deepen their understanding of global issues, and encourage them to act and advocate on behalf of those in need. It also included working around the world to identify systems that are keeping people in poverty, educating people on civic engagement, and working for small- and large-scale change.



WORLD RENEW FACTS

In 2018, World Renew U.S. & Canada partnered with 65 churches and outreach organizations, ministered in 1,297 communities with 359,950 participants in 21 countries, helping them with new health, literacy, income, agriculture, and leadership skills that improved lives long-term.

World Renew responded to disasters in 19 countries in 2018, including the U.S. and Canada, assisting 575,093 participants with emergency food assistance, clean water, shelter, economic and agriculture rehabilitation, and long-term home repair and rebuilding.

BUDGET

In 2018, World Renew's net assets for both U.S. and Canada totaled \$38+ million. Sizeable income sources include churches, individuals, government grants, denomination grants, and private foundation grants.

LIVING & WORKING IN GRAND RAPIDS

You might be surprised to know that Grand Rapids has been recognized in the last few years as the nation's 3rd best economy, the 2nd best large city for starting a business and the #1 job market in the U.S. These are just a few of the economic heights Grand Rapids has scaled in the last few years ... and they're not the only things rising to new levels here. The city's economic vitality is fueling an unprecedented surge in capital development.

According to the Grand Rapids Chamber of Commerce, flying over the city of Grand Rapids will quickly reveal a city surrounded by greenery, natural habitat, and one of the largest lakes in the world. A person can enjoy shopping and eating in downtown Grand Rapids and be in a quiet nature area within five minutes enjoying outdoor bike paths and hiking trails. Living in Grand Rapids is betting the best of two worlds, big-city excitement without the big-city hassle! Downtown Grand Rapids a thriving city center offering a huge range of entertainment, dining, shopping and sightseeing opportunities, all within a 10-minute walk.

Maybe the most important feature of Grand Rapids is the clean, safe and neighbor friendly environment perfect for raising a family, as well, superb access to medical, arts and culture, and education choices.



THE OPPORTUNITY

POSITION SUMMARY

This position is responsible for ensuring the success, sustainability and growth of World Renew's national and global impact. This starts with helping fundraising, communications, marketing, church outreach and volunteer recruitment functions grow in capacity and reach for both the U.S. and Canada advancement offices. The person will have primary responsibility for influencing a culture of philanthropy, strategic planning, fiscal oversight, staff supervision, and board relations. The person who assumes this role will represent the needs of Advancement to organizational leadership and work to ensure the success of the comprehensive fundraising campaign that is in development.

ESSENTIAL DUTIES AND RESPONSIBILITIES include the following:

Lead the Advancement (CONSTITUENCY RELATIONS TEAM) Team

1. Inspire alignment of the Constituency Relations Team and its sub-teams in ways that actively support World Renew's vision, mission, priorities, values, and set energizing funding goals for the Constituency Relations Team portion of the Comprehensive Fundraising Campaign (CFC)
2. Develop and implement team vision, mission, plans, and priorities; prescribe needed processes, and report results
3. Implement bi-national face to face team meetings at least once a year by setting up agenda, logistics and facilitating participation; monitor and evaluate team morale
4. Manage and motivate the Constituency Relations Team, to achieve fundraising goals as per CFC strategy, including the growth of the donor base.
5. Lead team growth and individual member growth through high-quality leadership and coaching of the sub-team leaders – ensuring the provision of necessary knowledge, tools, skills training, and feedback
6. Provide context, establish guidelines for, and monitor Constituency Relations Team members' annual work plans for constituency development and transformation
7. Inspire and develop the leadership gifts of team members by promoting a healthy, nurturing, team-based, results-focused environment
8. Lead and ensure Constituency Relations Team evaluations and follow up on any issues identified for strengthening team dynamics and achieving team goals
9. Skillfully represent the Constituency Relations Team to the Co-Directorate, on Co-Director's Priorities Advancement Council (CPAC), on the Facilitation and Integration Team (FIT, a major decision-making body of World Renew), and at functional and main team leader meetings
10. Develop and manage the team budget to ensure it aligns and supports the success of the funding and plan and strategic plan
11. Attend networking events and meet current as well as prospective donors and supporters as appropriate for building and strengthening relationships, particularly with high profile potential donors
12. Prepare reports and give presentations on fundraising, marketing, church engagement, and volunteer recruitment progress to senior leadership team and board as requested
13. Manage relationships with a small portfolio of key major donors

“Our staff sees that poverty of the mind can separate God’s children from their belovedness as much as poverty of the body. Warped worldviews such as ‘I deserve what I have because I have worked hard for it’ or ‘I was fated to to be poor’ distort our true identity in Christ and thwart the Spirit’s fruit of justice and mercy.”

Ida Kaastra-Mutoigo, Director, Canada

Organizational Leadership:

14. Participate as a member of CPAC assuring organizational alignment (both within the CRC and internal to World Renew) and organizational goals are met
15. Lead and build healthy intra and inter-team climate and collaborative relationships
16. Foster excellent intra-collaboration with other World Renew teams including the building of inter-team relationships that clarify roles and expectations towards achieving mutual goals
17. Represent World Renew in interagency task forces and ministry councils as appropriate for fulfilling Chief Advancement Officer responsibilities, as well as external collaborative networks such as Integral, ACT Alliance and ACCORD for engaging in justice issues
18. Perform other duties as assigned

SUPERVISORY RESPONSIBILITIES

This executive level position provides leadership and supervision for the Constituency Relations Team in the U.S. and Canada. The CAO is a member of the team who is authorized and held accountable to ensure team organization, decision boundaries, development, healthy functioning, and high performance.

The CAO holds the team members accountable for high performance against the specific outcomes (goals) found in the Constituency Relations team plan, personal work plans and written agreements between the team and other World Renew teams.

QUALIFICATIONS

The requirements listed below are representative of the knowledge, skill, and/or ability required:

1. Membership in a Christian church and agreement with the doctrine of the CRC signified by signing a covenant statement
2. Demonstrated ability to lead and motivate a team of people, including strengthening collaborative relationships for the achievement of fundraising and constituent engagement goals
3. Demonstrated commitment to promoting a work environment that values diversity and equality, as well as have respectful relationships with others
4. Committed to working towards gender equality, equity and justice in all aspects of our programming, plans, policies and organizational structure
5. Ability to represent and advocate for the team both within and outside the organization
6. Demonstrated ability to make quality decisions and implement them through competent delegation
7. Ability to manage budgets and use financial reports for decision making
8. Demonstrated ability to build and strengthen healthy team dynamics that promote unity in diversity
9. Demonstrated ability to self-initiate and execute goals independently
10. Demonstrated planning and organization skill
11. Demonstrated interpersonal, facilitation, negotiation, listening, and communication skills with strong emotional intelligence
12. Demonstrated supervisory skills and experience; understands the requirements of many of the jobs performed by the team and the system for procuring resources for the team

13. Demonstrated ability to describe to the team and constituents the importance of justice and advocacy and how it relates to the work of relief and development.
14. Demonstrated knowledge of international relief and development

EDUCATION and/or EXPERIENCE

1. Master's degree or equivalent certification(s) in fundraising and/or marketing, preferably in non-profit management areas
2. At least 5 years of leading a team with demonstrated success in fundraising in areas such as major donor acquisition, institutional donors (foundations, government, corporate), marketing and communications
3. Successful/proven/demonstrated experience in leading and managing a team, as well as fundraising within international development and disaster response and/or in other competitive nonprofit realms

COMPENSATION

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

THE SEARCH AND SELECTION PROCESS

DB&A Executive Search & Recruitment has been retained by World Renew to conduct this search for their next Chief Advancement Officer. 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 World Renew Leadership and the final candidate selection will be made by a search committee consisting of World Renew leadership.

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. 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:



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