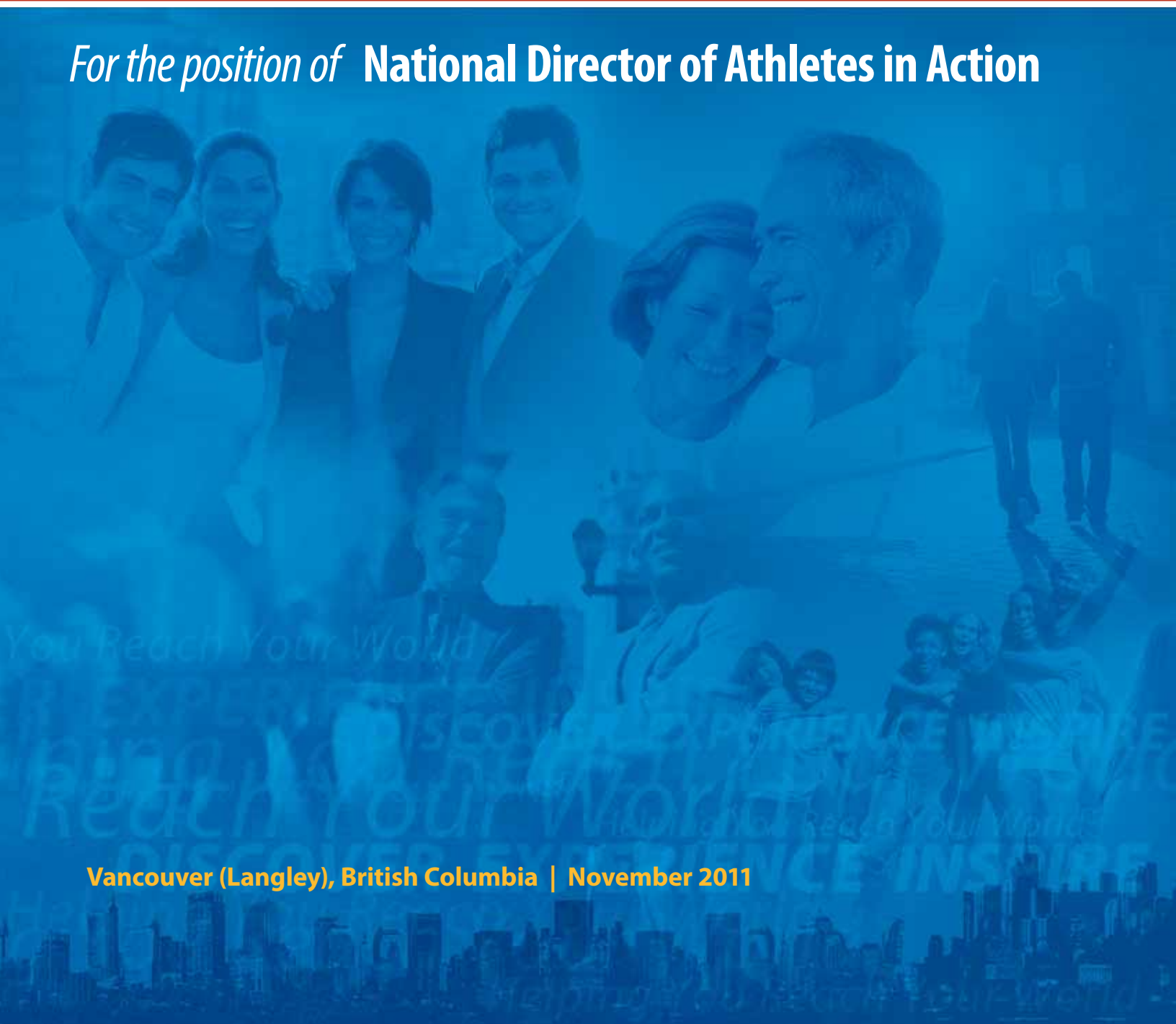




# Ministry Opportunity Profile

*For the position of* **National Director of Athletes in Action**



**Vancouver (Langley), British Columbia | November 2011**



# Overview

Power to Change is seeking a National Director of Athletes in Action to provide dynamic leadership for its staff, volunteers, donors, and participants. This includes leadership in the envisioning and implementing of a bold, comprehensive and synergistic vision for the Canadian and International ministries of Athletes in Action Canada.

This leadership challenge will be undertaken in conjunction with peers who lead various domain ministries in Canada and around the globe. The plan will be developed and implemented working with the AIA staff team, the Executive Director of Ministries and the President of Power to Change in Canada.

The leader we seek will have a passion for sport, a love for athletes, and an enthusiastic desire to use the medium of sport to share the message of salvation through faith in Christ.

**Mission:** AIA exists to lead, inspire, and train athletic influencers to use sport to reach others for Christ. **Vision:** Athletic Influencers engaged in Faith Adventures that transform lives through the gospel.



## The Medium

Sport is the one language that knows no boundaries. It unites cultures, transcends differences, and communicates across generations. When words fail, a game can speak.

## The Message

Athletes In Action is committed to using the language of sport to communicate the most powerful message of all: God's passionate love for his children as communicated through his Son, Jesus Christ. It's a story that's changed our lives, given us purpose and hope, and we long to tell this good news to others.

## The Mission

We have been commissioned to go into the world and make disciples. The tool we are using to accomplish this mission is sport. Our goal is to mobilize athletes and fans worldwide to boldly win people to Christ, deeply build into their lives and send them with an urgency to do the same.

## Our Objectives

- To help expose every person in the world to the Gospel
- To help win people to faith in Jesus Christ
- To help build them in their faith
- To help train them for ministry
- To help send them to win and disciple others

## Our Emphasis

- Total commitment to the Great Commission
- Dependence on the Holy Spirit, prayer, and God's inspired inerrant Word (Bible)
- Realization of the Lordship of Christ – that Jesus is preeminent in our lives and ministries and merits our full allegiance
- Training with transferable methods and materials through which learners become teachers, and spiritual multiplication continues



# Responsibilities of the National Director

## Qualifications and Experience

The leader we are seeking is a passionate follower of Jesus Christ and one who believes in and demonstrates the urgent need for fulfilling The Great Commission. He/she must have an intimate and growing personal relationship with Jesus Christ. This person must be able to fulfil biblical leadership requirements and currently be living a life that honours Jesus Christ. He/she must be able to clearly articulate a very deep sense of calling to Athletes in Action and Power to Change.

Power to Change and Athletes in Action work with a wide range of church communities and denominations. The leader we are seeking should be comfortable building positive working relationships with people from these diverse backgrounds.

The mission of Power to Change is to make a maximum contribution toward fulfilling the Great Commission in Canada and around the world by developing movements of evangelism and discipleship. Therefore, the successful candidate for this position must have a strong belief in Jesus Christ as his or her personal Saviour, a deep passion for evangelism and demonstration of a lifestyle as outlined in the Power to Change Common Vows of Discipline and Statement of Faith. It is a pre-requisite of employment at Power to Change that all staff members and volunteers sign and abide by these documents throughout their course of involvement at Power to Change. (See the last

pages of this document for the Statement of Faith and Common Vows of Discipline for Power to Change.)

In addition to the above qualifications, the role of National Director of AIA is primarily a team leadership role. Therefore, the leader we are seeking should also have the following experience:

- 5+ year's leadership experience with an effective ministry team.
- Have a great passion for reaching those in the sports world
- Have an ability to relate to and understand the world of the athlete
- An ability to envision and communicate a common vision – working in conjunction with a highly talented team
- An ability to bring structure and synergy to a highly varied team of ministries
- Experience in leading a highly diverse and strong group of leaders
- Experience in developing and executing strategic plans
- Enthusiasm in developing financial support

## Organizational Leadership

### The major areas of responsibility include:

- Leadership of the Athletes in Action ministry working with and through its National Leadership Team
- Development and implementation of a unifying vision for ministry
- Budgetary planning and implementation
- Fund development for National Ministry
- Recruitment
- Participation in Power to Change Domain Council

### Other Expectations:

- Spiritual input and guidance to Athletes in Action team
- Collaboration with other ministries of Power to Change
- Exemplifying the values and faith of the ministry through personal example, encouragement, and high expectations

## Personal Characteristics

Believing that we are all in process as believers in Christ, and that no one has arrived at the destination as 'complete in Christ' by any means, the character of the person should include openness, transparency, a willingness to admit mistakes, humility, a servant-leadership style, and a style of inclusiveness.

Disqualifying characteristics would include ignoring accountability, excessive self-promotion, belief in one's personal power over God's ultimate provision and/or the power of the team, self-centeredness, or failure to listen to other's input.

### We are seeking a leader who:

- Believes deeply in the ultimate kingdom causes of Christ.
- Has a passion for Christian non-profit leadership and the organizational effectiveness and spiritual value it has on the lives of people.

- Sees the "big picture" as both strategic and tactical, and can stay on task to reach the goal.
- Is decisive, yet thoughtful, in gaining input from those whose perspective ought to be considered.
- Has a positive attitude, creating a contagious enthusiasm among team members and external ministry partners and friends.
- Inspires others to work together.
- Values continuous innovation to move forward and is willing to take risks for the sake of the kingdom.
- Is an excellent communicator and public speaker.
- Is able to travel both nationally and internationally.
- Is 'self-aware' regarding positive strengths and areas for improvement.
- Demonstrates and promotes a healthy rhythm of family, rest, work, worship, prayer, and play.
- Has a strong recommendation from peers, direct reports and supervisors or board leadership.
- Has a high energy level and contagious enthusiasm.

## Professional Characteristics

### We are seeking a leader who:

- Has a proven track record in leading a significant organization or team, developing/ maintaining a highly effective staff, and managing a budget.
- Can understand and lead the financial affairs of the Athletes in Action team ensuring effective allocation of financial resources.
- Comfortable in the dynamic atmosphere of a multi-ministry organization.
- Thrives under pressure and changing priorities.
- Possess excellent interpersonal skills and high integrity.



# The Organization

Power to Change is a Canadian ministry whose mission is to make a maximum contribution to development of movements of evangelism and discipleship in Canada and around the world. Power to Change has moved through a dramatic refocus of the vision and redevelopment of the organization in the last five years. As we look to the years ahead, Power to Change and its leaders are committed to calling out, equipping, and encouraging a vast volunteer movement among God's people who will be active in carrying the good news of the gospel to neighbours, friends, co-workers, and ultimately to the world.

We are a non-profit organization and donor support is vital to the ministry. The annual budget of Power to Change is approximately \$30 million with a total Canada-wide staff of 550 staff and volunteers. Reporting to the President is the Executive Leadership Team which includes the Executive Director of Ministries, the Executive Director of Ministry Services and the Executive Director of Advancement.

The president of Power to Change, Leonard Buhler, comes out of a successful entrepreneurial background and leads through an empowered servant leadership model. The Ministry is governed by a board of directors comprised of members who are deeply committed to the mission and vision of the organization.



## History



When Dr. Bill Bright founded Campus Crusade for Christ in 1951 on the campus of UCLA, he did so on one basic principle: to boldly proclaim the Gospel in the power of the Holy Spirit and leave the results to God. Campus Crusade for Christ, Canada (**now Power to Change**) was founded on this same vision with Josh McDowell in 1967 on the campus of UBC. Since then, Bill Bright's simple yet powerful approach has influenced every new ministry, strategy and campaign the ministries have developed over the last four decades.



### History Highlights and Major Campaigns:

#### 1976

##### "I Found it! You can find it too!"

Campaign: This phrase appeared on billboards, newspapers, radio and TV ads across the country. Thousands called in for the answer: "New Life in Christ". Working with local churches, it was one of the largest evangelistic campaigns in Canadian history.

#### 1980

**The JESUS** film makes its debut in Canadian theatres. The film has now been translated into 1122 languages and a viewing audience of more than 6 billion people worldwide.



#### 1999

"Power to Change" Campaign begins: 1,500,000 people were exposed to the gospel in southern BC and Whatcom County. The Maritimes trained over 8,000 volunteers and over 4,100 people discovered Jesus.

#### 2010

"Soul Cravings Prequel" for the Vancouver Winter Olympics. Partnering with the More Than Gold committee, The Prequel was used as the premiere evangelistic tool for outreach efforts. Thousands of people from all over the world received this new tool.

# The Search & Selection Process

*A national search has begun to fill this key leadership role. The search process will continue until a suitable candidate has been selected. The selection process for this role is outlined as follows:*

1. Cover letter and curriculum vitae (CV) or resumes submitted directly to Dr. Guy S. Saffold, Executive Director of Ministries.
2. A short list of candidates will be produced and interviewed by the president, board members, executive leaders and other key leaders within PTC.
3. Upon completion of the interviews, the applicant will be asked to complete a formal application for staff and reference checks will be conducted.
4. After the steps above have been completed, an offer of employment will be extended.

We believe strongly that this is one of the most significant opportunities for kingdom impact in Canada today. If a candidate is called by God to pursue this opportunity, he or she will be afforded, by God's grace and with God's power, a chance to make a significant impact for the kingdom at a national and global level. Preference will be given to those candidates who have the legal right to work in Canada.

**Applications will remain open until a qualified applicant is found. Inquiries and application material should be directed to Dr. Guy S. Saffold, Executive Director of Ministries:**

**Phone:** 604.514.2000

**Email:** [guy.saffold@powertochange.org](mailto:guy.saffold@powertochange.org)

**Or mail to:** Power to Change  
Attn: Dr. Guy Saffold  
20385 64th Avenue  
Langley, BC V2Y 1N5

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## The Compensation

Power to Change offers an attractive compensation package complete with benefits. The compensation and benefits for this position will be discussed in detail between the parties at the appropriate time in the process of selection.

The staff of Power to Change are considered to be full-time missionaries serving internationally, on university campuses, on the soccer field, online... pretty much anywhere we might encounter an opportunity to help someone discover a personal relationship with Jesus Christ. Their passion and purpose is to see Jesus change lives.

Power to Change believes that Ministry Partner Development is biblical and God will provide everything necessary to fulfil the calling into ministry: finances, emotional strength and perseverance. Building a ministry partnership team is an integral part of being in ministry. There are many opportunities to bless and encourage the partnership team. Power to Change is committed to providing training and coaching that ensures success in Ministry Partner Development.

For the National Director of Athletes in Action, an element of personal Ministry Partner Development will be integral to the compensation structure.

## The Location for the Role

It is required that the National Director reside in the general vicinity of the Power to Change headquarters in the greater Vancouver area in order to achieve maximum synergy with other senior leaders in the ministry.

# Statement of Faith

The sole basis of our beliefs is the Bible, God's inerrant written Word, the 66 books of the Old and New Testaments. We believe that it was uniquely, verbally and fully inspired by the Holy Spirit, and that it was written without factual error in the original manuscripts. It is the supreme and final authority in all matters on which it speaks.

We accept those large areas of doctrinal teaching on which, historically, there has been general agreement among all true Christians. Because of the specialized calling of our movement, we desire to allow for freedom of conviction on other doctrinal matters, provided that any interpretation is based upon the Bible alone, and that no such interpretation shall become an issue which hinders the ministry to which God has called us. We explicitly affirm our belief in basic Bible teachings as follows:

1. There is one true God, eternally existing in three persons—the Father, Son and Holy Spirit—each of whom possesses equally all the attributes of Deity and the characteristics of personality.
2. Jesus Christ is God, the living Word, who became flesh through His miraculous conception by the Holy Spirit and His virgin birth. Hence, He is perfect Deity and true humanity united in one person forever.
3. He lived a sinless life and voluntarily atoned for our sins by dying on the cross as our substitute, thus satisfying divine justice and accomplishing salvation for all who trust in Him alone.
4. He rose from the dead in the same body, though glorified, in which He had lived and died.
5. He ascended bodily into heaven and sat down at the right hand of God the Father, where He, the only mediator between God and mankind, continually makes intercession for His own.
6. We were originally created in the image of God. We sinned by disobeying God; thus, we were alienated from our Creator. That historic fall brought all mankind under divine condemnation.
7. Our nature is corrupted, and we are thus totally unable to please God. Every person is in need of regeneration and renewal by the Holy Spirit.
8. Our salvation is wholly a work of God's free grace and is not the work, in whole or in part, of human works or goodness or religious ceremony. God imputes His righteousness to those who put their faith in Christ alone for their salvation, and thereby justifies them in His sight.
9. It is the privilege of all who are born again of the Spirit to be assured of their salvation from the very moment in which they trust Christ as their Saviour. This assurance is not based upon any kind of human merit, but is produced by the witness of the Holy Spirit, who confirms in the believer the testimony of God in His written Word.
10. The Holy Spirit has come into the world to reveal and glorify Christ and to apply the saving work of Christ to men and women. He convicts and draws sinners to Christ, imparts new life to them, continually indwells them from the moment of spiritual birth and seals them until the day of redemption. His fullness, power and control are appropriated in the believer's life by faith.
11. We, as believers, are called to live in the power of the indwelling Spirit so that we will not fulfill the lust of the flesh but will bear fruit to the glory of God.
12. Jesus Christ is the Head of the Church, His Body, which is composed of all men and women, living and dead, who have been joined to Him through saving faith.
13. God admonishes His people to assemble together regularly for worship, for participation in ordinances, for edification through the Scriptures and for mutual encouragement.
14. At physical death the believers enter immediately into eternal conscious fellowship with the Lord, and await the resurrection of their bodies to everlasting glory and blessing.
15. At physical death the unbelievers enter immediately into eternal conscious separation from the Lord and await the resurrection of their bodies to everlasting judgment and condemnation.
16. Jesus Christ will come again to the earth—personally, visibly and bodily—to consummate history and the eternal plan of God.
17. The Lord Jesus Christ commanded all believers to proclaim the gospel throughout the world and to disciple men and women of every nation. The fulfillment of that Great Commission requires that all worldly and personal ambition be subordinated to a total commitment to "Him who loved us and gave Himself for us.

# Common Vows of Discipline

Power to Change seeks to glorify God by making a maximum contribution toward helping to fulfill the Great Commission in Canada and around the world by developing movements of evangelism and discipleship. As a commissioned minister of this Order, I take these Common Vows of Discipline and commit myself to a lifestyle that is above reproach and consistent with biblical standards. Therefore:

I commit myself to present the gospel of Jesus Christ to all people and to minister to them through the direction and empowerment of the Holy Spirit.

I commit myself to obey Jesus' commandment to His disciples echoed by the Apostle Paul to love and serve others. This includes respect for all people regardless of race, sex, status or stage of life. It precludes harming another person physically, emotionally or verbally, and instead means edifying others, showing compassion, demonstrating humility and patience, and considering the interests of others ahead of my own interests.

I commit myself to refrain from practices which are biblically prohibited. Such practices include criminal violence, drunkenness, profane language, abortion, involvement in the occult, premarital sex, indulging in pornography, living common law, adultery, homosexual behaviour and dishonest practices such as cheating and stealing.

I commit myself to maintain the highest ethical standards and honesty in all ministry, business and personal dealings. I will avoid any real or apparent conflict of interest.

In light of my role as a spiritual leader, I commit myself to act as an example for the believers in speech, in life, in love, in faith and in purity. Therefore, I will make lifestyle choices with a high level of consideration for those around me. I will maintain discreet inoffensive behaviour in relationship to the opposite sex, and will abstain from the use of illegal drugs or the habitual use of tobacco or alcohol.





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