



Ministry Opportunity Profile

For the position of **National Director of LeaderImpact Group**

www.leaderimpactgroup.com

Vancouver (Langley), British Columbia | December 2011



National Director Search

LeaderImpact Group, the marketplace leaders ministry of Power to Change, is seeking a talented leader who desires to give his life to the cause of the Great Commission to bring the good news of Jesus Christ to business leaders across Canada and around the world.

The Kingdom Opportunity.

We believe strongly that this is one of the most significant opportunities for kingdom impact in Canada. 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.

The mission of the LeaderImpact Group is to help leaders discover the relevance of faith in God in their professional and personal lives.

LeaderImpact Group functions according to a clear set of core values. LeaderImpact Group believes that the balance of these three core values will make us successful in achieving our mission.

Mission & Values



We are Spirit-led

Through faith, we rely on the power of the Holy Spirit to direct our lives and decisions as we follow Jesus.

We are mission driven

We are consistently focused on impacting leaders and challenging them to move from success to significance through discovering a personal relationship with Jesus Christ.

We are professional

We are professionally managed. Strategic planning, effective structure and process, clear objectives, and rigorous appraisal are at the core of our management philosophy.

The Desired Future for LeaderImpact Group

The LeaderImpact Group has built a strategic plan intended to lead to the following outcomes by 2020.

1. To impact 30,000 marketplace leaders in Canada. Whether through attending a Leadership Forum or participating in a Discovery Group, we want to help these leaders have an opportunity to reflect upon the bigger questions of life in a safe marketplace context.

2. To develop a LeaderImpact Group movement in every Canadian city with a population greater than 100,000. Leaders across Canada want positive

change. We want to strategically develop teams that will 'own' their city and be a part of a national network of leaders who are impacting Canada as a whole to be a better country.

3. To impact 3,000,000 leaders worldwide in partnership with other organizations. We are currently involved in several Latin countries including Mexico and Panama. As LeaderImpact Group expands so will our reach on the international front.

In a time when people are looking for leadership, we empower leaders to make a difference in Canada and around the world.



The Organization

BELIEFS AND COMMITMENTS

The mission of Power to Change is to further the movements of Christian evangelism and discipleship. All Power to Change staff members and volunteers work collectively to further this overall religious mission. The successful candidate for this position must have a pre-existing belief and demonstration of lifestyle as outlined in the Power to Change Code of Conduct and Statement of Faith.

The successful candidate must agree to, sign and, in all good conscience abide by the biblical principles outlined by these documents. It is a pre-requisite of employment at Power to Change that any and all staff members and volunteers sign and abide by these documents throughout their course of involvement at Power to Change. The Statement of Faith and the Common Vows of Discipline are attached at the close of this document.



Mission & Values



The LeaderImpact Group functions as the marketplace leaders division of Power To Change. Power To Change is a Canadian ministry with international scope that seeks to glorify God by making a maximum contribution toward helping to fulfil the Great Commission in Canada and around the world by developing movements of evangelism and discipleship.

Power to Change values are “Faith, Growth, and Fruitfulness.” By faith we seek to develop growing ministries that are consistently fruitful in the service of the Great Commission.

Power to Change operates more than a dozen other ministries across Canada and around the world, employing approximately 500 staff and with annual revenues of \$40 million dollars. The vision of Power To Change is to see millions of followers of Jesus Christ engaged in adventures of faith that transform lives through the power of the gospel.

Power to Change has a rich heritage tracing its roots back to the founding of Campus Crusade for Christ by Dr. Bill Bright in Los Angeles, California when the organization was founded. Power To Change was formerly named Campus Crusade for Christ, Canada and continues to maintain close and rich ties with Campus Crusade for Christ International.

Position Overview

Requirements of the Position

The National Director will provide overall leadership to the LeaderImpact division of Power To Change, work with the LeaderImpact Group national team and external advisory board to move the ministry toward its 2020 goals and to develop regularly updated vision and plans that extend the ministry beyond those goals.

The National Director reports to the Executive Director of Ministries, Dr. Guy Saffold, and serves as a senior leader in the Office of the President and Executive Director of Ministries.

The most significant requirements of the position include the following major priorities.

- **Evangelistic Emphasis.** The National Director must have a personal heart for and practice of evangelistic impact with marketplace leaders, modeling for staff this critical area of ministry.
- **Vision Casting.** The National Director must sustain a vital vision for growth, development, and impact, cultivating a “healthy discontent” with the status quo and a drive to pursue aggressive goals for development of the ministry.
- **Recruiting of Staff and Volunteer Leaders.** The

National Director must have capacity to connect with and challenge others with vision to join the LIG cause. A priority will be to develop and sustain a high-capacity team of both central office and regional leaders, including a team committed to advancing the cause of LIG in Quebec.

- **Strategy Development in a Collaborative Format.** The National Director must understand and encourage the concept of a volunteer-driven organization in which the role of staff is to support a nation-wide team of volunteer marketplace leaders who own and energize the work of the ministry.
- **Communication.** The National Director will prioritize communication with staff across the nation and with volunteers and will be comfortable before audiences, especially audiences in business world settings;
- **Multi-Location Organization Structure.** The National Director will build multi-location organizational structure that enables the ministry to be effective across the country.
- **Fund Raising.** The National Director must take the lead in raising funds for the ministry while also sharing this responsibility and accountability with staff.

Characteristics of the Candidate

The ideal candidate will be able to acknowledge, articulate, and affirm a deep personal relationship with Jesus Christ; reflect Christ-focused life in words and actions, comfortably discuss their faith with others, interact with genuine warmth and skill in relationship with others, lead a creative and innovative organization into an era of expansion, and apply leadership and management skills with excellence, drive, and vision. The candidate should be:

- An authentic and vibrant walk with God and the capacity to lead from a consistent spiritual perspective.
- An outstanding and seasoned leader with deep experience, a record of unquestioned integrity, and the capacity and fortitude to pursue the vision and take the ministry national scale with international impact.
- A builder of people and teams who is a servant leader, able to share the spotlight with others and to inspire, encourage, and motivate individuals and groups.
- Someone who is well-networked, mobile, and externally-oriented individual who seeks out and can appropriately maintain connection with senior business and marketplace leaders.
- A person who can serve as a key member of the Power to Change national ministry team, consisting of the senior ministry leaders in the areas of business, church, family, government, humanitarian aid, Internet, media, and sport and working with this group to establish priorities and collaborative effort toward the overall goals of Power to Change.
- Able to engage donors effectively with the LIG vision in a way that results in significant financial support for the LIG cause;

A person who meets all the requirements for joining the commissioned staff of Power to Change.

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 the 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.

The Search Team is chaired by Dr. Guy Saffold and includes members of the LeaderImpact Group Staff and external Advisory Board. This Search Team, in conjunction with senior Power to Change leadership, will select the candidates that will be recommended to the President for final review and selection.

The Search Team will review all inquiries and applications and schedule personal interviews with selected candidates. The Executive Director of Ministries, with advice from the Search Team, will select a final candidate for an interview with the President of Power to Change. Pending the outcome of this interview, Power to Change may extend an offer of employment.

Please send your resume and cover letter or confidential inquiries to Guy S. Saffold, Ed.D:

Phone: 604.514.2098

Email: guy.saffold@powertochange.org

Or mail to: **Power to Change**
Attn: LeaderImpact Group
Director Search

20385 64th Avenue
Langley, BC V2Y 1N5
1.855.722.4483 or 604.514.2000

The Compensation

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

This position requires Ministry Partner Development. The successful candidate will have the privilege to build a partnership team which provides financial and prayer support for the ministry including the candidate's salary and ministry expenses. Power to Change and the candidate will explore together the most advantageous approaches to organize these fund raising objectives and processes.

Power to Change believes that Ministry Partner Development is biblical and God will provide everything necessary to fulfill 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.

The Location for the Role

We prefer 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. Location at a greater distance from the headquarters will be a disadvantage. However, consideration will be given to candidates who may not be able to reside there and are willing to travel as necessary to the area.

Vancouver, British Columbia, Canada ranks as one of the most livable cities in the world, and has been so for more than a decade. The Vancouver metropolitan area exceeds 2 million people and Vancouver itself was voted the "Best City in the Americas" for 2004, 2005 and 2006 by Condé Nast Traveler magazine, based on the categories of ambience, friendliness, culture and sites, restaurants, lodging, and shopping.

Vancouver is a dynamic, multicultural city set in a spectacular natural environment. The wide, fertile Fraser Valley, where the Power to Change headquarters is located, is spread between the Coast and Cascade Mountains and is parallel with the Canada-USA border.

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.





MINISTRY OPPORTUNITY PROFILE | NATIONAL DIRECTOR OF LEADERIMPACT GROUP

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