



## European Christian Mission International – USA

### *EXECUTIVE DIRECTOR SEARCH*

To All Interested Parties:

The ideal candidate for the position of Executive Director with ECMI-USA is a person who has worked in a management role with a mission agency, who is currently or has experience and capability to raise full time self-supported ministry position, who has served in a mission agency in Europe, and who has experience fund raising for a mission organization.

The Board of Directors of European Christian Mission International – USA (ECMI-USA), has commissioned an Executive Director Search Committee to find qualified candidates for the position of Executive Director.

ECMI-USA is a sending and supporting mission for ECM-International (ECMI). ECMI is an international and interdenominational church-planting ministry focused on Europe. ECMI is headquartered and administered by an international Board of Trustees headquartered in the United Kingdom. ECMI-USA is unique among U.S. mission agencies in that it works in a collaborative manner with other national sending missions and their staff under the leadership of the international ECMI Board of Trustees.

Please review the following document from the ECMI-USA Executive Director Search Committee. If you have further questions about the position or the selection process, please direct those questions to me at the following e-mail address: [ecmiresearch@gmail.com](mailto:ecmiresearch@gmail.com).

If after prayerfully considering whether the LORD may be leading you to apply for this position, and if you believe that you meet the criteria described above, we would invite you to take the next step in the search process, as follows:

Please send a one page-letter explaining why you are qualified and why you would like to apply for this position along with your resume to the Search Committee at the following e-mail address: [ecmiresearch@gmail.com](mailto:ecmiresearch@gmail.com). Please include in the Subject Line of the e-mail, the words: "ECMI-USA Letter of Intent and Resume."

The Executive Director Search Committee will review all proposed Letters of Intent and Resumes, and determine whether to invite prospective candidates to continue in the Application Process. Successful candidates would then receive a more thorough Application Package.

Lance Kjeldgaard, Chairman  
ECMI-USA Executive Director Search Committee



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# Executive Director Opportunity Profile

## Overview

European Christian Mission (ECM) is an international and interdenominational organization, founded in 1904, and comprising evangelical Christians called by God and commissioned by local churches to serve in partnership in the evangelization of the peoples of Europe.

ECMI-USA, like all of the national sending sections (mobilization teams), exists to resource the work of ECM by raising up prayer partners, people who will go as missionaries, partnerships with churches and ministries that will accelerate the work of God in Europe, and the financial provisions to help fund such work.

With the announced retirement plans of ECMI-USA Executive Director, George Brown, the ECMI-USA Board of Directors has commissioned an Executive Director Search Committee to find qualified candidates for the position of Executive Director.

## History

The origins of European Christian Mission stretch back to the year 1904. A young man named Ganz Raud was called by God during an all night prayer meeting to reach Europe once more with the Gospel. He began by travelling to Britain where he spoke everywhere about the need in the continent of Europe.

The 1905 Russian Revolution and the First World War forced Raud to leave for the United States. There he slowly built up a network of people who shared his vision and in 1920 the first office was opened, in New York. Offices in Toronto and London were also established in the years that followed.

By 1923 there were 55 missionaries working for ECM in Europe. In 1927 that number had grown to 81 with 250 volunteers. After the Second World War an ECM office was opened in Paris. Raud died in 1953, but the organization still continued to grow after his death.

Today, more than 200 ECM workers from more than 30 nationalities share the love of Christ in 23 countries of Eastern and Western Europe bringing hope and life transformation to the

peoples and communities of Europe. From indigenous communities in Northern Sweden to the sunny beaches of the Algarve. From developing Albania to the developed West. From big cities to rural communities. From centers of tourism to forgotten villages. ECM is involved everywhere in the mission which God began through Ganz Raud more than a hundred years ago.

From 1971 until the early nineties, New Hope International trained and encouraged Christian leaders behind the Iron curtain by leading clandestine camps and by placing Bibles and other Christian literature into their hands.

When Communism fell and this secret activity was no longer necessary, church leaders requested that New Hope continue to care for believers in Eastern Europe by helping them reach out beyond the walls of their churches to penetrate their people with the love of Christ.

Today, New Hope International partners with churches in four CORE areas: children, outreach, resources, and education. In 2016 NHI and ECMI-USA merged together into one ministry under the ECMI-USA name.

## The Organization

### Purpose

Europe is a continent in crisis. More than 800 million people of Europe need hope, a hope that is only found in the Gospel of Christ. ECM longs to see Christ's Kingdom established in the peoples of Europe resulting in life transformation and restored hope. ECM cannot do this alone. That is why ECM is involved in nearly 250 active partnerships to get the job done.

- ECM confronts the crises of Europe by bringing hope to its peoples and communities through gatherings of loving Christ-followers – Church Planting
- ECM shares the love of Christ with the peoples of Europe in word and deed - Outreach
- ECM accompanies the peoples of Europe in their journey of life-in-Christ transformation - Discipleship

### Priorities

Christ-transformed lives and communities filled with hope are found at the intersection of Church Planting, Outreach and Discipleship.

Church Planting: Establish loving communities of Christ-followers

- Pastoral support and training
- Next generation ministries
- Orphan and widow care

Outreach: Sharing Christ's Love in Word and Deed

- Outreach events
- Least of these ministries (Refugees, migrants, gypsies, prisoners, handicapped, homeless, etc.)

- Addiction recovery

Discipleship: Accompany people on their journey of life-transformation

- Equipping
- Resources
- Pastoral care

## Distinctives

What is distinctive about ECMI-USA is that it is a small piece of a much bigger team. ECMI-USA is one of nine national sending sections or mobilization teams. Each sending section mobilizes workers to send to the continent of Europe. ECM has a “from anywhere to Europe” model. This means that there are sending sections that are in Europe that are mobilizing missionaries to go to different parts of Europe. There are sending sections in Australia/New Zealand, Brazil, United States, Britain, Ireland, Germany, Spain, France, and Netherlands. There is an international board of directors that provides leadership to all the sending sections as well as all the workers in the field. The Executive Director of ECMI-USA provides executive leadership to the United States sending section whose primary job is to mobilize missionaries for Europe. However, a vital part of the ED’s job is to relate and partner with the international components of European Christian Mission.

ECMI-USA is currently working in 17 countries of Europe, with approaching 150 workers and partners from 20 countries around the world serving with us. Our ministries extend beyond these areas through radio, literature, and technology initiatives. We operate in partnership with supporting churches, like-minded organizations and local denominations.

We welcome Christians from mainstream evangelical denominations into our family of workers and partners.

### Values

[Click here to view the full ECM Values document](#)

These are the core values that members commit themselves to when they join the mission. Our teams are guided by these values in the way they plant churches. At every level across the mission we commit ourselves to practicing these values in everything we do.

1. UP – We value a life oriented to God, where courageous faith, prayer and the Bible are the basis of all we do as a mission.

2. IN – We are committed to integrity and mutual respect in our relationships, that we might be known for loving and caring for each other as we work towards our common vision.

3. OUT – We believe in participating actively and creatively in God’s mission as we reach out to the peoples of Europe through the establishment of new communities of Jesus followers.

4. TOGETHER – We are committed to working and learning together, as teams, fields and national sections, and through partnerships with others, in pursuit of our common purpose.

These four values – a life oriented to God, integrity and mutual respect in our relationships, mission to the peoples of Europe through church planting, and collaboration are the core values of ECM. They are expressed in simple, modern language as UP, IN, OUT, TOGETHER, but they rest on ancient foundations, namely the four marks of the church as expressed in the Nicene Creed.

ECM also has other aspects that express its unique identity. These we might call ECM’s distinctives, which together with our values, express who we are. Our distinctives are that we are Evangelical in our theology, interdenominational and international, and that our focus is church planting in Europe.

These values and distinctives establish the essential boundaries for our identity and behavior in the ECM family. As such they have transformative potential, both personally and corporately, allowing us to hold each other accountable in our local teams and in our management structures. Having clear values can help us every day to align ourselves more consciously with God (UP), with each other (IN), in mission (OUT) and with our partners (TOGETHER), as we work to see the peoples of Europe transformed in the name of Jesus Christ.

## The Board of ECMI-USA

The ECMI-USA board assists ECM by strategic governance through identifying, addressing, and resourcing issues that ECMI-USA faces as a sending section/mobilization team.

The role of the board and its board members is to safeguard ECMI-USA’s spiritual health, mission, vision and values; appoint the Executive Director and evaluate his/her performance; approve the appointment of US missionaries; to assist the Executive Director, who reports directly to the board; ensure compliance with all relevant legislation; approve the budget and monitor it with financial prudence; and approve proposed policies compatible with ECM’s vision, mission, values, and strategic plan.

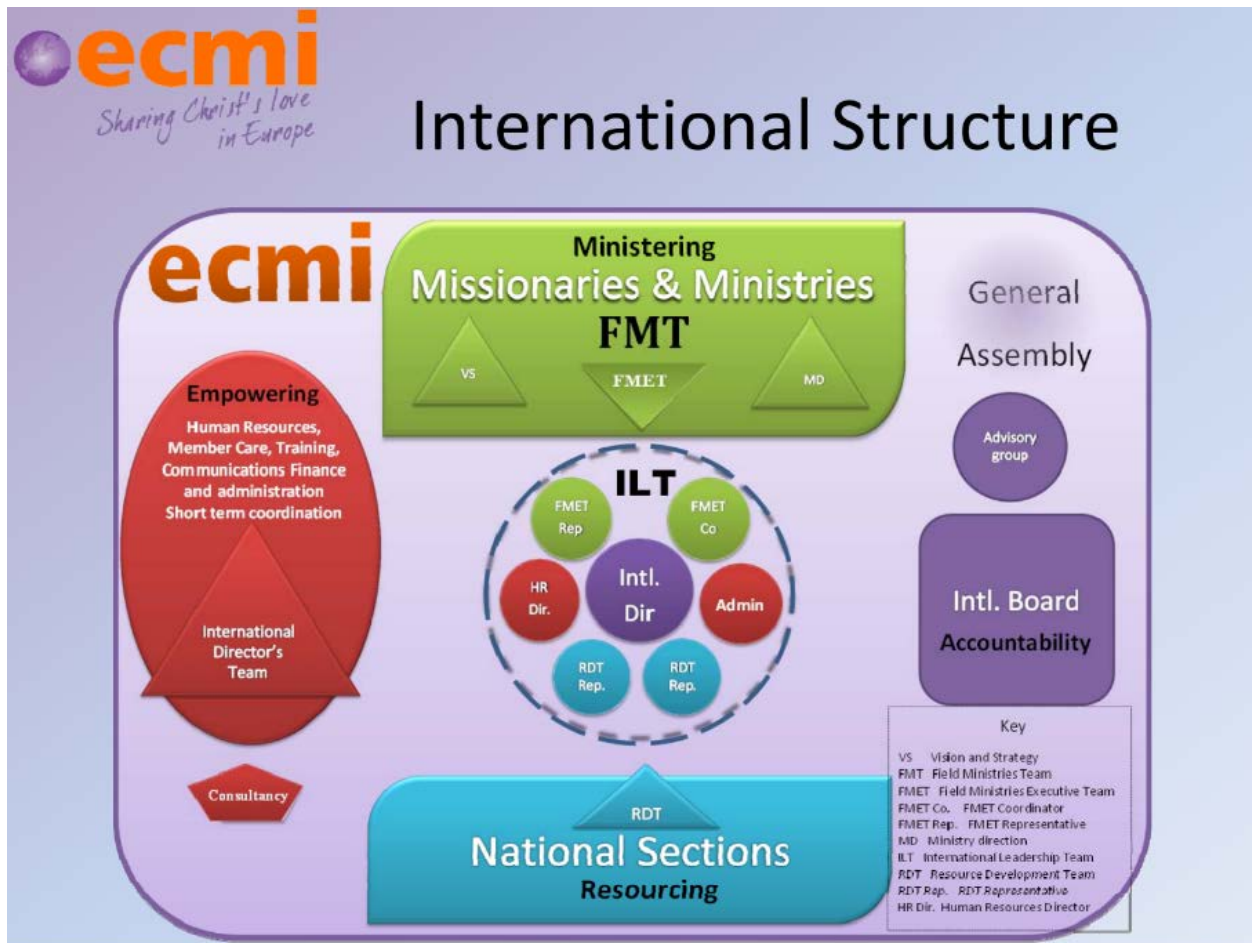
The ECMI-USA board is currently made up of 10 board members. There are 4 officers: chair, vice chair, treasurer and secretary. The only standing committees are the finance committee, the board development committee and personnel committee. The board has face to face meetings twice a year with one meeting in the Midwest in the fall and in Colorado Springs in the spring. The ECMI-USA board of directors is working towards becoming a governance board. Given the size, nature and history of ECMI-USA the board still has some non-governance tendencies.

# Finances

2017 Budget

Contributions	\$1,442,100
Other Income	4,100
<b>Total Income</b>	<b>\$1,446,200</b>

# Organizational Structure



\*\* There have been some minor changes to the structure of ECM since the creation of the above flow chart. The main change is that National Sections are now called "Mobilization Teams" and the RDT is now the "Mobilization Leadership Team" (MLT) There are now 3 members of the FMT on the ILT and three members of the MLT (before there were two of each).

# Job Description: Executive Director

## Job Purpose

The Executive Director is responsible for the successful leadership and management of European Christian Mission International USA according to the strategic direction set by the Board of Directors.

Reports to: Board of Directors, through the Board Chairperson.

## Responsibilities

- Serve as the executive leader of ECMI-USA and *ex-officio* voting member of the Board of Directors
- Provide overall leadership in establishing and executing the strategic plan of ECMI-USA
- Insure the development and execution of effective internal and external communication strategies
- Insure the development and execution of appropriate missionary and organizational fund development strategies
- Serve as the primary spokesperson for ECMI-USA
- Represent the interests of ECMI-USA and provide leadership at the International level where appropriate
- Promote a biblical organizational culture
- Insure the development and execution of an operational plan which incorporates the strategic goals and objectives of ECMI-USA
- Oversee the efficient and effective day-to-day operation of the organization
- Develop and maintain administrative policies, practices and systems that will ensure the efficient functioning of ECMI-USA
- Ensure that ECMI-USA demonstrates compliances with applicable statutory regulations
- Ensure that financial policies and procedures are carried out in compliance with applicable legal jurisdictions, ECFA standards and the ECMI-USA Financial Policy
- Work with staff and the Board and/or the Finance Committee of the Board to prepare a comprehensive budget for Board approval
- Provide the Board with comprehensive, regular financial reports
- Oversee the implementation of the human resources policies, procedures and practices
- Identify and evaluate organizational risk
- Appropriately address risk that threatens the organization and its people
- Ensure the proper care and development of all U.S. Sending Section members
- Ensure the development and execution of an effective recruitment program
- Serve as a member of the ECMI-USA Candidate Selection Committee
- Raise support for the funding of the Executive Director position

## Qualifications

Education: University degree in a related field, preferably Bible.

## Knowledge, skills, abilities and requirements:

- Knowledge of non-profit leadership and management principles

- Knowledge and experience working cross-culturally, domestically or internationally
- Ability to raise personal financial support
- Availability to travel approximately 25% of time, domestically and internationally
- Familiarity with management practices as they relate to objectives, hiring, appraisals, staff development, etc.
- Excellent oral, including public speaking, and written communication skills
- Proficiency in the use of computers for: Word processing, E-mail, Internet, Financial management and PowerPoint
- Commitment to the highest standards of personal and corporate conduct
- Commitment to maintain unity and to promote a positive tone within the organization
- Membership in a local church, with the endorsement of church leaders
- Agreement with the objectives, core values and Statement of Faith of ECM
- Ability in at least one other European language, other than English
- Solid working knowledge of the Word of God, with demonstrated ability to apply its teachings to life and ministry contexts; and a good understanding of the Biblical basis for mission
- Objectivity and openness to others' views
- Supportive attitude toward a multi-national, multi-cultural, multi-lingual, multi-denominational membership
- Mature Christian with personal testimony of faith in Jesus Christ

The Executive Director should demonstrate competence in the following:

- Be Adaptable: Demonstrate a willingness to be flexible, versatile and/or tolerant in a changing work environment while maintaining effectiveness and efficiency
- Behave Ethically: Understand ethical behavior and business practices, and ensure that own behavior and the behavior of others is consistent with these standards
- Build Relationships: Establish and maintain positive working relationships with others, both internally and externally, to achieve the goals of ECMI-USA
- Communicate Effectively: Speak, listen and write in a clear, thorough and timely manner using appropriate and effective communication tools and techniques
- Think Strategically: Assess options and actions based on trends and conditions in the environment, and the vision and values of ECMI-USA
- Creativity/Innovation: Develop new and unique ways to improve operations of ECMI-USA and to create new opportunities
- Lead: Positively influence others to achieve results that are in the best interest of the organization
- Foster Teamwork: Work cooperatively and effectively with others to set goals, resolve problems, and make decisions that enhance organizational effectiveness
- Make Decisions: Assess situations to determine the importance, urgency and risks, and make clear decisions which are timely and in the best interests of ECMI-USA
- Plan and Organize: Set strategies, priorities, work schedule, and monitor progress towards goals
- Solve Problems: Assess problem situations to identify causes, gather and process relevant information, generate possible solutions, and make recommendations for resolution

### Experience

Five or more years of progressive management experience in a non-profit or mission organization.



#### *Other Desired traits or experience*

- Mission organization experience, both on the field and in the home office
- Demonstrated ability to raise and sustain deputized funding of ministry activity
- Demonstrated ability to raise and sustain Institutional fund raising

## Statement of Faith

### God

There is one God, who exists eternally in three distinct but equal persons: The Father, the Son and the Holy Spirit. He is unchanging in His character and attributes. As creator and Lord of the universe He governs all things according to His sovereign will for His own glory.

### The Bible

The Bible, comprising the Old and New Testaments, is the Word of God. It was inspired by the Holy Spirit through human authors and is an entirely true revelation of God's will and purposes. The Bible is our final and infallible authority in every matter of belief and conduct.

### The Human Race

God created all men and women in his image to love and worship him; consequently we have inherent equal dignity and worth. As a result of the disobedience of our first parents, every aspect of human nature has been corrupted. We have become alienated from God as guilty sinners, incapable of saving ourselves. We are under God's just condemnation, needing to be forgiven and reconciled to God to know, enjoy and worship him.

### Jesus Christ

The Lord Jesus Christ is fully God and fully man. He is the eternal Son of God who was conceived by the Holy Spirit and given birth by the virgin Mary. He lived a sinless life in Obedience to his Father, was crucified as the only substitutionary sacrifice for our sins to redeem us and reconcile us to God through his shed blood. He was raised bodily from death and ascended to heaven where He is now exalted as Lord over all.

### Salvation

God in His love and mercy reconciles sinners to Himself through the sacrificial death of Jesus Christ on the cross. As sinners repent and turn to God from their sin they receive God's forgiveness, are adopted into His family and given eternal life. Salvation, by God's grace alone, is received through faith in Jesus Christ.

### The Holy Spirit

The Holy Spirit has been sent from heaven to glorify Christ and to apply His work of salvation. He convicts sinners, imparts spiritual life and gives a true understanding of the Scriptures. He indwells all believers, brings assurance of salvation and produces increasing likeness to Christ. He builds up the church and empowers its members for worship, service and the world-wide proclamation of the Gospel in obedience to the Great Commission.

### The Church

The one universal church, the body of Christ, of which each local church is a visible expression, consists of all true believers born again by the Holy Spirit. As a fellowship of believers, the church is called to worship God, grow in grace and bear witness to Christ and His kingdom throughout the world. This calling is opposed by Satan, the enemy of God, who still works to frustrate God's purpose. Through His death on the cross, Jesus Christ has deprived Satan of his power, a victory in which all believers through faith can share.

### The Future

The Lord Jesus Christ will return personally and visibly, to raise the dead and bring to completion His work of salvation and judgment. Believers will be welcomed into the presence of God forever, while unbelievers, together with the finally defeated Satan, will suffer eternal punishment in separation from God.

## Position Papers

[Click here for link to ECMI-USA's position paper on Human Sexuality](#)

[Click here for a link to ECMI-USA's position paper Charismatic Expressions of Faith](#)