



CONFIDENTIAL POSITION PROFILE

EXECUTIVE DIRECTOR

Leadership Ministries, Inc.



POSITION DESCRIPTION

Client Organization: Leadership Ministries, Inc.
Position Title: Executive Director
Location: Atlanta, GA
Website: www.leadership-ministries.com



**DEDICATED TO DEVELOPING AND EQUIPING MEN TO LEAD IN THEIR MARRIAGES,
FAMILIES AND BUSINESSES**

THE ORGANIZATION

Background and History

Leadership Ministries, Inc. was founded by Chris White in 1987 and has grown through the years under his leadership.

From 1968 to 1978, Chris had a successful career at IBM first in New York City and then promoted to the Philadelphia office. In 1976, Arthur DeMoss, a prominent Philadelphia businessman, invited Chris and his wife, Suzanne, to his home where he shared the gospel of Jesus Christ with other executives, many of whom had not heard a fellow businessman share his faith. Chris and Suzanne both came to faith as a result of this ministry which became Executive Ministries, under the auspices of Campus Crusade for Christ. This became the vehicle for growth of the ministry that Art and his wife Nancy started.

In 1978, after developing a strategic *Life and Career Plan*, Chris joined the staff of Executive Ministries, which focused on business and professional men. But then, Arthur DeMoss died suddenly in 1979 at 53 years old. In the winter of 1980/1981, Chris White moved with his family to Atlanta to serve on the national staff of Executive Ministries. Over the next six years, Chris also studied for a master's degree in Biblical Studies at the Institute for Biblical Studies at Colorado State University, attending its summer study program with his family in tow. Men like Walter Kaiser from

Trinity Seminary and John Hannah, professor of Church History from Dallas Seminary, took his fervent faith and rooted it deep into Biblical truths. Chris' wife, Suzanne, was his study partner and constant advocate, believing that God had called them to lead.

LMI started to "incubate" in Atlanta when Chris invited two men to a Buckhead restaurant to share his faith and teach the men how the Bible could guide all aspects of their lives. Chris selected the time and location for the Friday morning invitation intentionally, knowing that a neutral location prior to the start of the workday would make it easy for men to invite other businessmen and grow the group. Chris' driving conviction was:

If a successful businessman could come to Christ and study the Word of God, he could better serve his wife, family and business, and as his faith grew, he could engage and minister to other executives.

Chris' invitation to this small group of executives became the Friday Morning Men's' Fellowship (FMMF). In addition to LMI, Chris also founded Leadership Development Company (LDC – www.leadershipdevelopmentcompany.com), to provide business consulting services and life and career planning to complement the work of Leadership Ministries, and to keep him connected to the business world.

The first FMMF consisted of one table of six men, but soon grew. Many single invitations resulted in numerous regular attendees, and leaders emerged to guide smaller groups of men. The primary location has been in Buckhead since its inception and now averages close to 200+/- participants per week, and there are currently three additional FMMF locations in Charlotte, NC, the Perimeter in Atlanta and Nashville, TN. FMMF has also inspired other businessmen to form similar groups around the country and even internationally, including elsewhere in Atlanta, Big Canoe, Orlando FL, and Cape Town, South Africa. Significantly, *Man in the Mirror Ministries*, founded by Pat Morley was incubated by LMI. Pat brought a team to Atlanta 30 years ago and we spent two days equipping them significantly. In the last three years, over 300 men (121 in 2014 alone) have encountered Christian fellowship through LMI for the first time in a welcoming environment. In 2004, LMI established the LMI Foundation through a generous gift of \$300,000 from a man that expressed his gratitude for coming to faith through the ministry.

Key books that have inspired this ministry:

- *Church History* – John D. Hannah
- *Creative Bible Teaching* – Lawrence O. Richards
- *Discovering Discipleship* – Howard G. Hendricks
- *Ecclesiastes: Total Life* – Walter C., Kaiser, Jr.
- *Knowing God* – J. I. Packer
- *No Place for Truth* – David Wells
- *Success, Motivation and the Scriptures* – William H. Cook
- *The Bible*

- *The 5 Great Rules of Selling* – Percy H. Whiting
- *The Lost Art of Disciple Making* – LeRoy Eims
- *The Reformed Pastor* – Richard Baxter
- *The Silence of Adam* – Larry Crabb
- *Trusting God* – Jerry Bridgers
- *Westminster Confession of Faith* – Council of Dordt,(1618-1619)
- *Your Natural Gifts* – Margaret E. Broadley

LMI Today

The ministry has an established, solid platform that is well positioned for growth:

Financial

- Average annual expenditures for the last three years of \$434,000 (LMI) and \$185,148 (LDC)
- Generated average revenue for past three years of \$475,770 (LMI) and over \$129,900 (LDC)
- Successful annual golf tournament since 1993 that generates profit of \$167,500 (average for three years)
- LMI Foundation currently has liquid assets totaling \$379,500 and pledges receivable \$81,900
- Annual audits since 2004

Operational

- Strong Advisory Board of Directors of 17 community leaders
- 5 Staff Members
- 30 tables of men at 4 locations that meet most Fridays
- Table leaders attract and lead a diverse group of men ranging in age from early 20's to senior citizens
- Two monthly Table Leader Training Forums (Mondays at 6:30 AM)
- An established six month long mentoring program for men in their 20's and 30's led by senior business executives
- 45-page comprehensive training manual covering all aspects of FMMF
- Disciplined process for training new table leaders
- Disciplined process for training FMMF speakers

Established Brand and Reputation

- Well-developed website and email messaging system
- Outstanding trademark and reputation
- Excellent library of reference materials that have been developed to train table leaders and speakers
- Over 1,000 recorded talks and testimonies

In addition to Friday Morning Men's Fellowship, LMI ministers through:

- Assisting men in transition
- Crisis counseling
- Marriage & Family counseling
- Leadership Training Workshops and Forums
- Occasional Dinners with recognized speakers

- Leadership Development Co. (a “For-Profit” subsidiary of LMI)
 - www.leadershipdevelopmentcompany.com
 - Small Business Consulting
 - Sought after, high structured, Life and Career Planning Program

Purpose

The purpose of Leadership Ministries is to equip men to be faithful leaders in their marriages, families, businesses, and wider communities and to teach them to equip others to be the same.

Guiding Beliefs

In the early 16th century, William Tyndale saw an opportunity. With the printing press now available, he could get his new English translation of the Bible printed by the thousands. William Tyndale was determined to make it possible for common men and women to fully explore the Scriptures in their own language.

When a clergyman criticized Tyndale's life ambition, saying, “We are better to be without God's laws than the Pope's,” Tyndale replied, “if God spare my life, ere many years, I will cause a boy that driveth a plow shall know more of the Scripture than thou doest.” Tyndale, the great reformer in the English church paid the ultimate sacrifice for his convictions. On October 6, 1536, he “was strangled to death while tied at the stake, and then his dead body was burned.” Tyndale’s final words, spoken “at the stake with a fervent zeal, and a loud voice”, were reported as “Lord! Open the King of England’s eyes.”

We have had the English bible for 500 years! Yet, dare say, for most American business and professional men, it has no relevance to their God ordained roles as leaders of their marriages, their families and their businesses. Our conviction is that men have a special role to play. In order to achieve their potential, they need Jesus Christ in their lives, and they need to be equipped to do so. That is what Leadership Companies is called to do: **To develop leaders for the body of Christ.**

This country needs strong families, where a disciplined, loving, and creative atmosphere shapes our children’s character. “The righteous who walks in his integrity—blessed are his children after him!” (Proverbs 20:7)

This country needs strong marriages, where a man listens to his heart and leads from within, serving his wife and family from strength of Spirit. “Has not the Lord, made them one? In flesh and spirit they are his. And why one? Because he was seeking godly offspring. So guard yourself in your spirit, and do not break faith with the wife of your youth.” (Malachi 2:15)

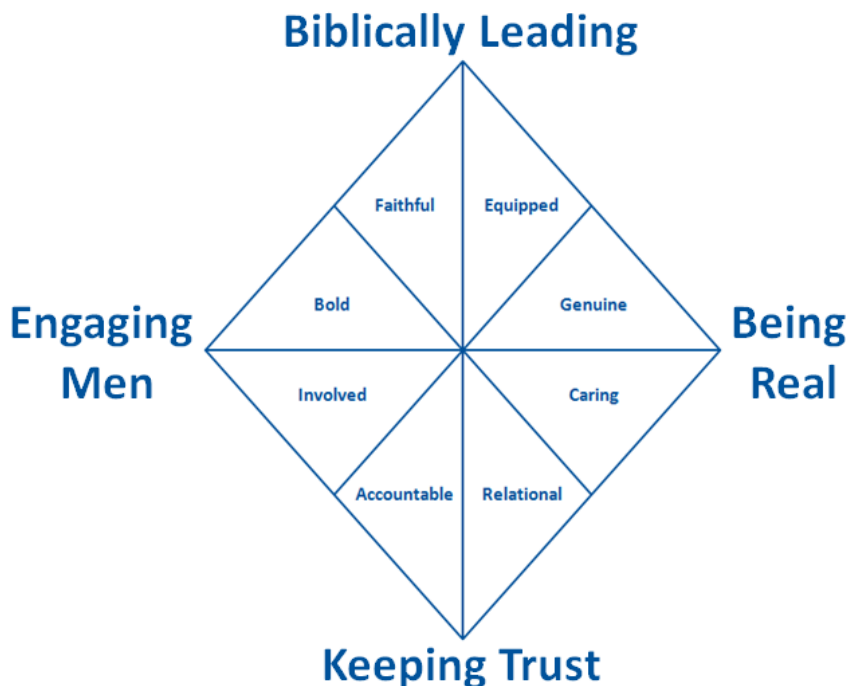
This country needs strong businesses, built on a foundation of truth, integrity, and service, led by men who understand a scriptural model of male leadership. “The mouth of the righteous utters wisdom, and his tongue speaks justice.” (Psalm 37:30)

This country needs a re-birth of society where courageous men will lead a charge against the social ills of the day by becoming all that God meant them to be, regardless of the criticism they may face. “So you will walk in the way of the good and keep to the paths of the righteous.” (Proverbs 2:20)

This country needs mature, experienced men to mentor younger men for the next generation of leadership. “And what you have heard from me in the presence of many witnesses entrust to faithful men who will be able to teach others also.” (2 Timothy 2:2)

We offer encouragement to men, and we value biblical fellowship that “connects” and makes a practical and righteous impact on life’s institutions, especially marriage, the family, and business. Our vision is to see men all over the United States of America and the world rising proactively in exponentially growing numbers to the challenge of Biblical leadership.

Leadership Ministries Core Values



Biblically Leading: We are convinced that the **Bible** is God’s written will revealed for our lives. We have a passion for God’s word as “all Scripture is inspired by God and is useful for teaching the truth, rebuking error, correcting faults, and giving instruction for right living, so that the person who serves God may be fully qualified and **equipped** to do every kind of good deed.”(2 Timothy 3:16-17). As leaders in the body of Christ, we know that when we look at life and at the world through a biblical lens, we can embrace our God-given callings and lead confidently. Our aim is to teach the Word of God to **faithful** men who will then be qualified to teach it to others.

Being Real: Men are hungry for reality. We believe that men need to know the Truth and that we are called to get **real** with them by being **genuine** as we share our own struggles as husbands, fathers, friends, and professionals. We admit it ... we don't have easy answers. We do know, however, that our relationship with Jesus Christ makes all the difference in our own lives and we are **caring** enough to always allow the Holy Spirit to guide us as we meet men where they are in their own lives.

Keeping Trust: We will build lasting **relationships** with men through a long term, low pressure approach. When we don't betray our fellow men, we build and keep a foundation of **trust**. We will hold each other **accountable** to our word and embody Proverbs 27:17, "As iron sharpens iron, so one person sharpens another."

Engaging Men: Because of God's grace in our lives and the heritage of courageous leaders that came before us, we are called to **engage** other men with a **bold** spirit. We actively invite and welcome men to Christian fellowship in order to emulate Christ. We take an active interest and are deliberate about how to be **involved** in the men's lives whom God has called us to serve.

Approach

At the heart of Leadership Ministries is the Friday Morning Men's Fellowship. This forum is our outreach to Atlanta's business and professional men. We remain steadfast in keeping the mission focus of Leadership Ministries, Inc.: To Develop and Equip Men to Lead in Their Marriage, Family and Business. As Ken Thrasher noted in the last Mission Report:

"Twenty-three years ago, the Friday Morning Men's Fellowship changed my world. I used to see things through my own lens – "what I could do for God." Through this ministry, including making it my highest giving priority, I now understand that God does not "need me," but that He has given me a purpose to reflect His glory in my marriage, family and business. Thankfully, now my own sons participate with other young men in this fellowship. Through the viewpoint of this next generation we are all bringing the light of Jesus Christ into their daily lives and the lives of others."

The "table" is the primary training platform on Friday mornings. Each table leader has volunteered and has been formally trained to facilitate discussion of God's Word and its practical application to men's lives. The FMMF opens with 10 – 15 minutes of unstructured social time. Afterward, guests are introduced and a speaker gives a 15-minute talk on a Biblical topic that is usually part of a series. On some Fridays, men are also asked to give their testimonies to provide them an opportunity to share their faith and lead men to Christ. These table leaders and speakers form the leadership team and continue to develop new leaders.

In addition to the FMMF, LMI staff and table leaders lead two "First Cut" meetings each month for men who desire to delve deeper into discipleship training. These meetings consist of 6-12 men, similar in size to a FMMF table, and sessions occur during a period of 6 – 12 months.

In 2012, we began a six month mentoring program fashioned after Regi Campbell's *Radical Mentoring* where senior executives from FMMF invite younger men into their homes to study God's plan for their businesses, marriages and personal lives. This ministry is a natural extension of Friday mornings, and allows faithful men to have their own impactful ministry to men who are seeking wisdom and best practices in applying their faith in daily life.

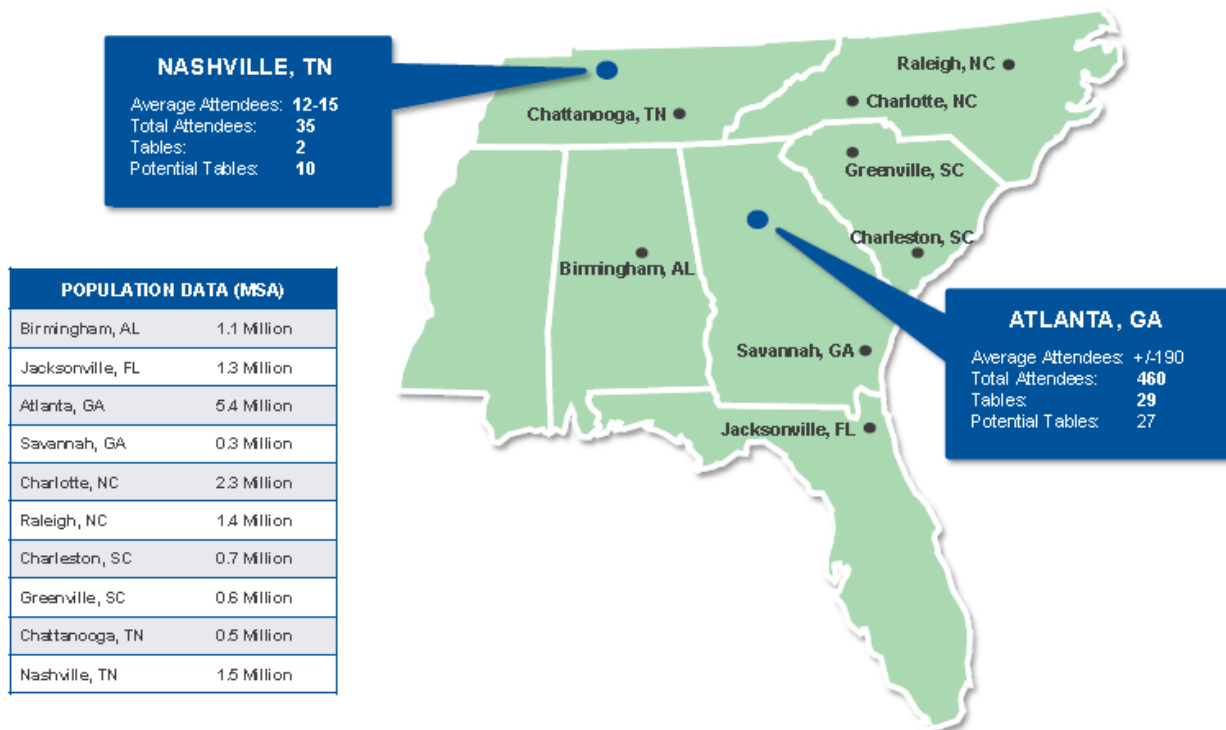
Leadership Transition

Chris White would like to continue to serve in the field that God has called him to, and he would like to train the next generation of leadership to come alongside men to walk with Jesus Christ as he has done for the past 35 years. Over the next 2-3 years, Chris will transfer from managing the ministry to serving in the key roles of FMMF speaker, table leader and focusing on the development of Leadership Development Co.

Plans for Continued Growth

LMI continues to expand by growing the number of attendees on Friday mornings, First Cut meetings, and Radical Mentoring groups. In addition to a growing Buckhead location, we have been exploring other locations throughout Atlanta and have been working with men to develop Nashville, TN and Charlotte, NC locations. Startup locations generally focus solely on the table meeting and operate without a speaker.

Below is a 2014 snapshot of the number of attendees and tables at each of the cities that we operate in.



* 2014 Statistics Reflected above. As noted above, a new location started in Charlotte, NC and Nashville has grown to 4 tables.

Organic Growth

The platform is completely built and solid. There is a significant potential to grow the number of locations and this organization going forward adding additional staff to support them. We believe that we are called to extend this effectiveness to a new generation of leaders and additional communities.

POSITION DESCRIPTION

The Executive Director (ED) will serve as the head of strategy and development. As a member of the executive team, the ED will work closely with LMI's Board of Directors and FMMF leaders. More than a "full time job", this role requires a calling to service and commitment to publicly and privately emulate the vision, values and purpose of LMI. ***The ED will focus on strategy development to leverage the best practices honed over the past thirty years with the objective to grow the ministry.*** As the strategic leader of Leadership Ministries, he will:

- Develop existing table leaders and increase the number of table leaders in current and future locations.
- Continue to develop the financial resources necessary to develop the strategic plan.
- Enlist broader support of board members, investors and client support for all facets of the ministry.
- Lead FMMF location at a new location as an extension of successful table leader development.
- Develop the FMMF resources including the platform to support the strategic plan.
- Continue to explore and innovate across the current set of Leadership Development Companies' assets (e.g. LDC's Life & Career Planning service) in order to help the ministry adapt and pursue its mission for this generation and those to come.

NOTE: All this should be done with a bias toward Organic Growth versus "Programmatic" Growth. "Long Term, Low Pressure."

Qualifications and Experience

Man of God – Man of the Word

- Dedicated and tested commitment to faith in Jesus Christ
- Deep understanding of the Bible
- Connect with the Core Values of Leadership Ministries

- Passion for seeing men come to a personal relationship with Jesus Christ and a track record of fruit in this respect
- Loves discipleship and is presently involved in disciplining men regardless of his present field of work.

Character Traits and Skill Sets

Candidate should have:

- Excellent communication skills with a focus on personal engagement and public speaking
- A bias to innovation, action, improvement and measurable outcomes
- Proven ability to engage, mentor, inspire and unite staff around common goals, build collaboration and manage a high-performing team that gets results
- Be externally well-connected, enjoying a personal connectivity with faith communities and for-profit and not-for-profit businesses both domestically and globally that can be utilized to further the goals of the institution
- Energetic style with initiative and tenacity
- Trend-forward thinker about cultural issues and the intersection with faith
- Proven track record in financial development and fund raising, ideally with an existing network of contacts that are relevant to Leadership Ministries, Inc.
- Experience and comfort working across the spectrum of Christian denominations.
- Supportive wife that is committed to the work of the ministry

Prior Experience

- Experience leading and growing a non-profit or for-profit business, ministry or other organization
- A track record of leadership in complex, changing organizational contexts with multiple programs and stakeholders
- Demonstrates a strong grasp of the FMMF/DNA, reflected in the candidate's philosophy of ministry and personal life
- Cross-cultural experiences which reflect commitment to disciplining regardless of denomination or ethnicity
- Bachelor's degree
- Theological training

Core Executive Director Business Competencies and Characteristics

<u>Competency / Characteristic</u>	<u>Description</u>
<u>Strategic Agility</u>	Sees ahead clearly; can anticipate future consequences and trends accurately; has broad knowledge and perspective; is future oriented; can articulately paint credible pictures and visions of possibilities and likelihoods; can create competitive and breakthrough strategies and plans.
<u>Managing Vision & Purpose</u>	Communicates a compelling and inspired vision or sense of core purpose; talks beyond today; talks about possibilities; is optimistic; creates mileposts and symbols to rally support behind the vision; makes the vision sharable by everyone; can inspire and motivate entire units or organizations.
<u>Perspective</u>	Looks toward the broadest possible view of an issue/challenge; has broad-ranging personal and business interests and pursuits; can easily pose future scenarios; can think globally; can discuss multiple aspects and impacts of issues and project them into the future.
<u>Drive for Results</u>	Can be counted on to achieve goals successfully; steadfastly pushes self and others for excellence.
<u>Business and Financial Acumen</u>	Knows how businesses work; is knowledgeable in current and possible future policies, practices, trends, and information affecting business and organization; is aware of how strategies and tactics work in the marketplace; knows how the organization makes money; understands the organization’s business model.
<u>Developing Direct Reports</u>	Provides challenging and stretching tasks and assignments; holds frequent development discussions; is aware of each direct report’s career goals; constructs compelling development plans and executes them; is a people builder.
<u>Motivating Others</u>	Creates a climate in which people want to do their best; can motivate many direct reports and teams; empowers others; invites input from each person and shares ownership and visibility; makes each individual feel their work is important; is someone people like working for and with.

<u>Action Oriented</u>	Enjoys working hard; is action oriented and full of energy for the things they see as challenging; is not fearful of acting with a minimum of planning; seizes more opportunity than others.
<u>Customer Focus</u>	Is dedicated to meeting the expectations and requirements of internal and external customers; drives to resolution of customer issues; gets first-hand customer information and uses it for improvements in services; acts with customers in mind; establishes and maintains effective relationships with customers and gains their trust and respect.
<u>Adaptability</u>	Can effectively cope with change; can shift gears comfortably; can decide and act without having the total picture; isn't upset when things are up in the air; can multi-task, handle multiple objectives; can comfortably handle risk and uncertainty.
<u>Listening</u>	Practices attentive and active listening with colleagues and customers; has the patience to hear people out; can accurately restate the opinions of others even when he disagrees.
<u>Ethics and Values</u>	Adheres to an appropriate and effective set of core values and beliefs during both good and bad times; acts in line with those values; practices what he preaches.
<u>Integrity and Trust</u>	Is widely trusted; is seen as a direct, truthful individual; can present the unvarnished truth in an appropriate and helpful manner; keeps confidences; admits mistakes; doesn't misrepresent himself for personal gain.

CONTACT INFORMATION:

If you are interested in exploring this unique opportunity, please contact:

- Ryan Grant, Vice President & Managing Director
Phone: (770) 804-1996 ext: 115 Email: rgrant@parkersearch.com
- Krista Johnston, Principal
Phone: (770) 804-1996 ext: 120 Email: kjohnston@parkersearch.com

You can also visit our website: <http://www.leadership-ministries.com>