

Opportunity Profile: Chinese Community Engagement Director

Partners International Canada

Partners International Canada is a world leader in best-practice Christian mission through high impact locally-led partnerships in the world's most strategic regions where people have little or no access to the gospel.

- We work in the places where it's risky or illegal to be a Christian and where persecution is real.
- We do mission differently leading to compelling outcomes.
- We demonstrate superior impact through our local leader approach.
- We strategically target regions and people groups where there is no sustainable church.

Mission:

Partnering with local leaders in challenging places worldwide to build the church and transform communities in the name of Jesus.

Vision:

To transform the least reached areas of the world through the holistic power of the gospel.

Our Four Distinctives

- Local leaders: (Multiply your Impact)
Every partnership is designed to accelerate the vision of local-led ministries. Our leaders speak the language, know the culture and serve in their own or nearby communities.
- Risk-Taking and innovation: (Extend Your Reach)
We choose to work in the MOST challenging and least reached places on our planet where persecution is often the norm. We seek to discover innovative approaches in evangelism, church-planting and disciple-making.
- Holistic Action: (Minister to the whole person)
Healthy local churches provide tangible spiritual, emotional and physical assistance to meet the unique needs of their communities.
- Extraordinary Partnerships (Build the Global church)
We foster extraordinary relationships between the Canadian church and Christians in challenging places to release financial, relational, knowledge and spiritual capital to build the church world-wide

Executive Summary:

This Position reports to the VP of Donor Engagement. It is a national position, with an emphasis primarily in the GTA (Greater Toronto Area) and Vancouver. The Chinese Community Engagement Director will engage, educate, activate, and mobilize new and existing partnerships with the Chinese Community in Canada, and diaspora worldwide. This includes engaging with Canadian donors and donor churches as a mission mobilizer, mission trainer and equipper, and mission leader. This Director will meet with current and new donors across Canada, and expose strategic stakeholders to giving opportunities connected with our partnership network. This person will travel internationally and lead Discovery trips within the Chinese community to engage with our ministry partners around the world.

Core Competencies:

- Major Donor Acquisition and Management within the Canadian-Chinese Community
- Church Relations within various Chinese and other Asian Churches particularly in the GTA and Vancouver (and other major cities across Canada)
- External Engagement as a Missiologist and Mission Mobilizer
- Donor Data Analysis and Reporting (Lead to Quote, CRM, Forecasting)
- Solicit Legacy and Planned Giving.
- International Travel and leadership of mission teams (Discovery Trips)

Responsibilities:

Engagement in Canadian Chinese Community

- Engage as a respected pastor, missionary and mission mobilizer within the Canadian Chinese community.
- Relationship building within Chinese church leadership, mission organizations and business community, translating Partners International Canada mission, communications, culture into the Canadian Chinese community, and vice versa.,

Major Donor Acquisition and Management (Chinese Community)

- Drive activities and strategies towards new major donor acquisition.
- Manage and grow a portfolio of donors (individuals, churches, businesses and foundations) capable of contributing \$2,500-\$500,000 annually.
- Participate directly in prospecting, cultivating, soliciting and stewarding donor gifts.
- Participate in a Planned and Estate Giving Program including legacy gifts, gifts of stocks, creating donor advised funds, tax mitigation strategies, annuities, etc. to enact a sustainable model with measurable results and year-over-year improvements.
- Identify and maximize grant opportunities and build relationships with foundations.

Relationship Building and External Engagement

- Set up meetings with potential major donors, particularly churches, business leaders, and foundations.

- Lead in the creation of seminars and workshops that can be utilized within Chinese Churches and as a recognized mission leader at conferences and other gatherings.
- Experience in consulting with groups of volunteers or church staff in the creation or revision of Mission Committee policies, procedures and practices.
- Regularly speak to churches, community groups, retirement homes, etc.
- Lead donor visits to international partner ministries and expose existing and prospective donors to mission opportunities.
- Plan and conduct special fundraising events or house parties to support ministry objectives and further engage donors with our mission.

Donor Engagement and Data Management

- Work effectively with monthly targets and objectives.
- Create reports and analyze donor data and contribute ongoing activities within the organizational CRM (NetSuite). This includes all assigned donor data, lead to quote, etc.
- Maintain effective and consistent contact with donors, and regular reporting of all meetings, phone calls or other contacts.

Requirements of the role:

- Speak English, Cantonese and Mandarin, with preference for ability to write and translate between the languages.
- Strong Christian beliefs and practice, including local church membership.
- Agreement to uphold the lifestyle and code of conduct statement.
- A heart for global missions and a desire to see our world changed through the person of Jesus Christ.
- Demonstrated experience working for or with Christian non-profits, mission organizations or churches. International experience is preferred.
- Responsibility to steward, and cultivate a donor community giving over \$750K (in totality) annually.
- Fundraising experience which should include the solicitation of major gifts from businesses and individual donors, churches, as well as private and community foundations.
- Experience and proven ability to create powerful and compelling written and oral communications (in Chinese and preferably English too) that effectively convey key concepts, ideas and information to a variety of audiences.
- Experience/skill in communicating in church settings (preaching, teaching, seminars, mission workshops etc.)
- Experience in leading mission teams, and traveling internationally with groups.
- Demonstrated experience in donor reporting.
- Strong organizational skills and deadline driven work ethic.
- Experience working with CRM platforms such as Raiser's Edge, Virtuous (and preference for those with NetSuite experience).
- Confident and dynamic personality
- Willingness and ability to travel locally, nationally and internationally for weeks at a time.
- Willingness to work weekends and evenings.

- Ability to work and lead in a distributed/virtual/hybrid environment.

We are a hybrid workplace, with most employees working 1-3 days per week from our office in Brampton ON, but we would consider a candidate living somewhere in the GTA or Greater Vancouver Regions.

Our Workplace Practices:

<p>We Win Together</p> <ul style="list-style-type: none"> • We foster teamwork and SHARE the win • We DEVELOP ourselves and others and value ongoing growth • We each take RESPONSIBILITY to solve shared problems • We CELEBRATE (and mourn) together • We foster EXTRAORDINARY PARTNERSHIPS with donors and the field. 	<p>We Communicate Effectively</p> <ul style="list-style-type: none"> • We passionately communicate GOD'S WORK to Canadian donors • We build strong relationships through CONSTANT communication • We INSPIRE and MOTIVATE each other, our donors, and partners • We value CANDOR and TRANSPARENCY (speed of trust) • We communicate with <u>cultural intelligence, humility, and a listening perspective</u>
<p>We Deliver Awesome</p> <ul style="list-style-type: none"> • We are EXTERNALLY focused and deliver excellent service to our donors and partners • We demonstrate EXPERTISE in our specific roles and in our industry as a whole • We can be TRUSTED to deliver exceptional results • We go the extra mile and take INITIATIVE in our own work and in the service of others • We value INNOVATION, creativity and out of the box thinking 	<p>We Do the Right Thing</p> <ul style="list-style-type: none"> • We STEWARD every gift carefully (stewardship) • We do what's RIGHT even when it's HARD/painful (integrity) • We Always act for the GREATER GOOD, not our own self-interest (selflessness) • We PROTECT the weak and give voice to the voiceless (courage) • We value TRUTH over reputation, and REPUTATION over revenue. (priorities)
<p>We Act Decisively</p> <ul style="list-style-type: none"> • We SEEK God's wisdom and act on HIS commands • VELOCITY of decision making is equally important to quality in decision making • We FAIL-FAST, value the learning and reposition towards success (with grace) • We know that NOT making a decision is a decision • We corporately SUPPORT decisions after they have been made (until the conversation is open again). 	

Our Statement of Faith can be found here (WEA Statement of Faith):

<https://worldidea.org/en/who-we-are/statement-of-faith/>

We are a Christian mission in the evangelical tradition with a focus on gospel proclamation and integral mission. All of our staff members are encouraged to sign a

lifestyle and code of conduct statement and to be donors of our mission. Senior leaders are required to do so.

Our staff gathers weekly for a one hour “chapel” event during which we pray together, study the Bible and learn about and are inspired by our mission. This event includes interaction with our international partners, donors and the Canadian Church. We live out our faith in Jesus through our work, our relationships and our passion to see our world transformed in the name of Jesus.

Because we are a donor-facing ministry, there are professional expectations for all staff regarding dress, language and social media usage.

We are a cross-cultural, global mission that interacts with people of many different backgrounds, languages and cultures. “Cultural Intelligence” is nurtured and expected alongside emotional and intellectual intelligence amongst our staff members.

Our Values:

- **Jesus Changes Lives**
- **We are on Mission with God**
- **Every Person has Dignity and Worth**
- **Partnering is God’s ideal**
- **Bold Leaders Make a Difference**
- **Integrity Matters**
- **We are to Bring Our Best**