

INTER VARSITY

President

Opportunity Brief



INTERVARSITY

From the Chair of the Discernment and Search (DaS) Committee

Dear Prospective Presidential Candidate,

Thank you for your interest in Inter-Varsity Christian Fellowship of Canada.

Recently, Geri Rodman announced her retirement as President of InterVarsity. We celebrate her leadership and the significant growth and health in the life of the entire organization. We are especially thankful for the growth of the camping ministries and the diversity of students actively engaged in campus ministry.

InterVarsity is looking for a next leader who will chart and lead a way forward through both exciting opportunities and real challenges facing Christian mission to students and young people in Canada today.

I invite you to read this Opportunity Brief. I also invite you to share it with those in your network who, in your judgment, may be potential candidates. If your experience, gifts, talents and interests match the Profile, or if you have any questions, please contact the office of Christiane St-Amour, of CSA Consulting, assisting InterVarsity in this search. (Christiane@csaconsultinginc.com 514-824-2910)

Thank you again for your thoughtful prayers and consideration.

Sincerely,

Dr Glenn Smith

Chair, Discernment and Search Committee

Member, Inter-Varsity Christian Fellowship of Canada Board of Directors

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Overview

One of the most influential youth organizations in the country, InterVarsity is an evangelical, “student led” ministry spanning 9 camps, 51 university campuses across Canada, reaching over 30,000 students and young people.

This Opportunity Brief invites you to explore a calling to participate in the exciting future of InterVarsity, shaping and enriching Canadian youth in their Christian walk. We are looking for the right candidate who can build on the legacy and strength of the organization, provide spiritual leadership, develop strong staff teams, motivate both staff and youth, navigate social justice issues and appeal to a strong donor base to help fund innovation and growth.

*51% of young adults never attend religious institutions

75% of students involved in our campus groups study Bible at least once a week

**Hemorrhaging Faith, report of the EFC*

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From the Past to the Present

It all began with one student.

In 1929, at age 25, Howard Guinness heard God ask him to put his medical studies on hold, leave his home and friends in Oxford and sail across turbulent waters for the sake of reaching out to university students in Canada.

It would have been easier for Howard to say no and to stay where he was comfortable. But he said yes. And with the help of a few friends, he raised funds for a one-way ticket to Canada.

Howard spent the next year criss-crossing the country, urging students to see the campus as a place where God would capture the attention, even the very lives of their friends. Broadening their strategy beyond the university, Howard and a group of student leaders organized the first InterVarsity camp for high school students.

A Legacy Endures

Through it all, Howard, his friends and their successors have pursued Jesus with unwavering conviction. And because of the risky obedience that Howard and countless others have shown through the years, InterVarsity can continue their work today, helping thousands of Canadian students hear God's call. Almost 90 years later, they're still saying yes.

"By students, for students" has always been the theme of the ministry of InterVarsity. Birthed out of the student movement in the United Kingdom in 1929, beginning as a small group of students and recent graduates, committed to one thing: sharing the message of Jesus Christ with Canadian young people. The mission of InterVarsity is to radically change the globe by sharing that message, as carried by young people to every corner of Canada and around the world. This has been the foundation of InterVarsity's legacy.

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In the 1940s, the Canadian movement of InterVarsity answered the same need south of the border. General Director C. Stacey Woods served both countries for many years, establishing the same vision for American young people. Within a few years, the American movement was strong and beginning to transform lives.

With the help of the parent movement in the U.K., and several others, the International Fellowship of Evangelical Students (IFES) was born in 1946.

Canada was one of ten founding countries. In 2006, at the 60th anniversary of the IFES, more than 150 countries had member movements, uniting a worldwide ministry to students and bringing the hope of Jesus Christ to all parts of the world.

Around the same time, as IFES was founded, InterVarsity in Canada had a group of students dedicated to God's global mission. It was in December of 1946 that 500 young people gathered for the first Student Missions Convention in Toronto, Ontario. Partnering with the US movement in 1948, this conference was moved to Urbana, Illinois and began six decades of triennial conferences under the Urbana name. In that time, hundreds of thousands of students have attended. Countless missionaries – both locally and globally – have been met with the challenge of living their lives with a Kingdom purpose.

In the 1950s, InterVarsity matured into a movement dedicated to the honest and confident proclamation of Christ on campus and at Pioneer Camps (and in later years Circle Square Ranch).

On campus, students were called to study the Bible and embrace their faith within their academic discipline and professional lives. The challenge to address the questions of the academe with a deep, thoughtful and rigorous faith characterized the particular ethos of InterVarsity's work with students. This has continued to be the emphasis of our campus ministry.

Our camp ministry has grown in recent years, touching 10,000 lives on an annual basis.

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Through the years, InterVarsity has been committed to leadership by students, to being shaped by each generation and to helping young people find their own voice. God has truly provided for this ministry since the first days and is working through youth and students of great Kingdom influence to see His purposes expressed to every student generation.

Who We Serve

It's the five-year-old going to summer camp for the first time and the parents who entrust her to us. It's the teenager who leads worship night at his high school and the university student who's unsure about how God relates to her studies. It's the exchange student who has never been part of a Bible study and the recent grad who agrees to come on staff after a year interning with us on campus. It's the university student who is fully committed to following Jesus with a desire to share her faith and eager to develop and grow in her leadership gifts.

No matter where they come from or what their background is, InterVarsity is eager to serve Canada's youth, students and graduates so we can help them follow Jesus.

Under the Leadership of Geri Rodman, and her team, the organization has seen growth and change. InterVarsity can attribute its growth to camp and campus programs, leadership development, innovation, robust fundraising, multiethnic ministry and a supportive/involved Board of Directors.

From this foundation, InterVarsity is positioned for continued growth and innovation. InterVarsity is Stretching beyond current limits and meeting the youth of today and tomorrow where they are, in meaningful ways, on their walk with Jesus.

60% of young people who consider themselves disengaged from faith would study the Bible if a friend invited them



InterVarsity's Purpose

Being shaped by God's word and led by the Holy Spirit, the purpose of InterVarsity Christian Fellowship of Canada is the transformation of youth, students and graduates, in all their ethnic diversity, into fully committed followers of Jesus Christ.

With this purpose in mind, our camp, campus and missions communities:

Develop faithful witness

Reflecting our faith in Jesus Christ as the living God while actively leading others to a personal relationship with him.

Cultivate spiritual growth

Deepening the spiritual life and gifts of those around us by encouraging Bible study, fellowship, prayer and worship.

Demonstrate Christian love

Encouraging those empowered by the Holy Spirit to love one another as Christ loves us.

Seek all truth in Jesus Christ

Assisting followers of Jesus in their exploration of Christ's relevance to every aspect of their lives.

Shape servant leaders

Raising up godly youth and students to serve as leaders in God's world mission.

Grow a missional commitment

Affirming God's call for all Christians to dedicate their lives and work to him through prayer, service and giving.



Doctrinal Statement

We believe in:

The only true God, the almighty Creator of all things, existing eternally in three persons – Father, Son, and Holy Spirit – full of love and glory. The unique divine inspiration, entire trustworthiness and authority of the Bible.

The value and dignity of all people: created in God's image to live in love and holiness, but alienated from God and each other because of our sin and guilt, and justly subject to God's wrath.

Jesus Christ, fully human and fully divine, who lived as a perfect example, who assumed the judgment due sinners by dying in our place, and who was bodily raised from the dead and ascended as Saviour and Lord.

Justification by God's grace to all who repent and put their faith in Jesus Christ alone for salvation.

The indwelling presence and transforming power of the Holy Spirit, who gives to all believers a new life and a new calling to obedient service.

The unity of all believers in Jesus Christ, manifest in worshiping and witnessing churches making disciples throughout the world.

The victorious reign and future personal return of Jesus Christ, who will judge all people with justice and mercy, giving over the unrepentant to eternal condemnation but receiving the redeemed into eternal life.

To God be glory forever.

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The Camp Experience

Kids will unplug from technology and plug into all sorts of fun activities. They will experience that twinge of nervous excitement as they climb into a saddle or paddle a canoe for the first time. They will find their voice as they ask questions about Jesus with their camp leader. InterVarsity camps create safe, fun spaces for campers, children and youth to discover they're capable of more than they ever imagined.

InterVarsity Canada camps are about far more than offering a week of activities. Through their experience at camp, young people become leaders. At camp kids are in charge of everything from keeping track of their own socks to organizing a game of Capture the Flag. They lead Bible studies and pray with their friends. They also see the consistency and care of Jesus modelled through camp leaders who are there with tissues in hand or a high-five at the ready.

At camp, kids experience Jesus in a fresh, personal way throughout every moment. There are the big moments, like when Sam studies the Bible for the first time or Sandeep learns how to play a new worship song. But then there are the little moments, like when independent 10-year-old Theo is the first to grab the serving spoon so he can fill everyone else's bowl with soup, or when shy seven-year-old Thuy initiates a campfire singalong about Jesus.

40% of kids attending one of InterVarsity's summer camps are not regular church goers

Annually, around 1,000 kids decide to follow Jesus because of their experience at our camps



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The Campus Experience

InterVarsity is on 51 university and college campuses across Canada. We create come-as-you-are spaces where there's a spot on the couch reserved for everyone. If students have questions about God, ask away! Regardless of where students are from or what they believe, InterVarsity leaders love to sit with students and discover the deep love and invitation God has for each one of us. Campus groups offer weekly Bible studies, social events, prayer meetings, service opportunities and outreach.

Jesus is the kind of leader who takes notice of the needs around him; Like the chatty fourth-year student who lets his friend vent about his break up without interjecting an opinion. It's subtle, but he knows that's what his friend needs. Same goes for that normally fast walker who sticks to the back of the group to talk with the new girl. Or the grad school hopeful who makes space to eat soup with his sick friend during exam week. Leaders who reflect Jesus are the ones who step back, see what needs exist on campus and then do something about them. Each campus needs great leaders and InterVarsity believes each student can be one of them.

Joining a campus group is like becoming part of the family. Around the potluck table, on board games night, during finals week, the InterVarsity community is there for each student, because if you're part of our community, you are considered family.

Each spring, over 500 students spend 40 hours studying Scripture at our weeklong Mark camps



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Global Mission - Jesus Transforms Lives

When InterVarsity goes into the world to support the International Fellowship of Evangelical Students (IFES) via their student ministries, it's called a partnership. Sharing flows between students and leaders from around the world. It's those moments when someone from Canada teaches international friends a new Bible study method, and Canadians in turn are taught how to preach the gospel door-to-door in rural villages. Partnership reminds us that Jesus calls us to be a family that learns from each other.

World Services team members are InterVarsity staff who have said yes to serving abroad in student ministry for at least 2 years. They serve either with our partners in the International Fellowship of Evangelical Students (IFES) or with other mission organizations. InterVarsity also offers opportunities to receive teams of students on camp partnerships, spending a month learning about leadership, faith and team dynamics as they lead children at an InterVarsity Camp.

Urbana is one of the largest student missions conferences in the world! It is a catalytic, triennial event bringing together a diverse mix of college and graduate students, faculty, recent graduates, pastors, church and ministry leaders, missions organizations and schools. God has used Urbana to challenge nearly 300,000 participants with their responsibility in global missions.

Urbana is co-hosted by InterVarsity/USA, Inter-Varsity Christian Fellowship of Canada, and Groupes Bibliques Universitaires et Collégiaux du Canada and remains focused on compelling this generation to give their whole lives for God's global mission.





The Position

The President will serve as the senior executive, exercising overall leadership for InterVarsity, reporting to the Board of Directors. The culture of InterVarsity is relational and collaborative. The President needs to focus on building relationships and creating trust through collaborative and servant leadership throughout the organization from senior executives to camp and campus staff, to donors and the broader public.

In dialogue with both the Board of Directors and staff, the President is mandated to set the strategic direction and vision for InterVarsity. Translating vision into short and long term objectives will advance the mission of the organization. He/she will be expected to create a healthy climate within the organization, one which encourages participation, discretionary effort and a true desire to innovate.

The organization is poised for change and innovation to carry on the ultimate mission of helping Canadian youth follow Jesus into the whole of their lives. InterVarsity's new President will be a public voice for the organization within familiar and developed circles as well as expanding into new and less familiar territory. The new President will be called upon for her/his fund development acumen and financial leadership, setting the tone and direction for development, fundraising and effective budgeting. The President will play a significant role in major donor and foundation solicitation, while supporting the executive team in operational strategy, and execution.

InterVarsity's new President will help to bridge the generations represented by campers, students, staff and constituents. The President will co-create a strategy to serve a rapidly changing world/mission field, embracing multicultural ministries and initiatives, navigating social justice issues and prepare InterVarsity to serve future generations.

Currently the President leads a six-person executive team and a National Service Centre staff (NSC) of 37, campus staff of 85 and camp staff of 73.

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Qualifications

<p>Spiritual Maturity</p>	<p>Biblical Wisdom</p>
<p>The President must exemplify a heart for God and for youth. She/He must be a spiritually maturing follower of Jesus, demonstrating a deep relationship with God, knowing and relying on His Word. He/she will wholeheartedly affirm the movement’s doctrinal statement, and must have a passion for campers, college and university students, including those who don’t yet know Jesus Christ as Saviour and Lord. The successful candidate must have a proven track record of Christian witness and effectively discipling students.</p>	<p>The President needs to model a commitment to growth in Biblical understanding and openness to spiritual and intellectual reflection and conversation. He/she needs to bring unity across a spectrum of denominational lines and know how to deal with theological diversity.</p>
<p>Capacity for Complexity</p>	<p>Team-Based & Trust Building Leadership</p>
<p>The President must understand Canadian youth culture and be effective in managing an organization that is geographically decentralized, broad in its evangelical theology, ethnically and racially diverse, and engaged in multiple ministries. InterVarsity is uniquely complex with two diverse business models, in camp and campus, creating a balance and unity between the two will be essential for future growth.</p>	<p>The President will display Christ-centered servant leadership and foster team building and trust throughout the organization. The President will drive efforts to strategically organize staff teams and foster cross-functional communication and shared vision. She/he must have the ability to utilize his or her capacity to attract, develop and empower a collaborative, dynamic team.</p>
<p>Emotional Intelligence</p>	<p>Communication Skills</p>
<p>In the face of challenges (even opposition) on college campuses and in camping realities, the President must demonstrate Christian commitment with wisdom, grace, humility, and strength and represent InterVarsity well. He/she will demonstrate an executive level style of leadership, alongside the ability to lead with transparency and collaboration, employing strong interpersonal and social skills.</p>	<p>The President must be effective in a variety of public speaking venues and must have the ability to communicate effectively to InterVarsity’s students, staff and constituents, as well as the broader public, including a proven track record in fund-development for a non-profit organization.</p>



Operational Competencies

Adaptability & Change Management	Analysis & Problem Solving
<ul style="list-style-type: none"> • Open and responsive to any personal change, as needed • Personal willingness and ability to effectively work in, and adapt to change and adapts personal style/approaches to meet changed requirements and is able to adjust to the changing needs of the organization 	<ul style="list-style-type: none"> • Solves difficult problems through careful and systematic evaluation of information, possible alternatives and consequences • Considers many sources of information, including other staff members and evaluates the information against possible courses of action
Drive for Results	Entrepreneurial Skills
<ul style="list-style-type: none"> • Motivated by success and passionate about working and achieving results (both operational & faith measures) • Persists to complete tasks / responsibilities, even in the face of difficulties, is optimistic and tenacious 	<ul style="list-style-type: none"> • The ability to sight strategic opportunities and take them to a logical end • Takes an innovative approach to problem solving • Champions innovation and encourage new ideas from employees
People Development	Relationship Management
<ul style="list-style-type: none"> • A desire to work to develop the long-term capability of others • Fostering the growth of people allows them to better meet organizational needs, to be more efficient, and gives them greater satisfaction in their job 	<ul style="list-style-type: none"> • Leverages relationships with a diverse group of staff across levels and functions for work and/or non work related goals • Handles disagreements and conflicts well and seeks to resolve them • Acts in a way that reflects understanding others' underlying concerns, emotions and feelings
Values & Ethics	Vision & Strategic Thinking
<ul style="list-style-type: none"> • Abiding by a clear code of ethics and Christian behaviour • Acting fairly, treats others with honesty, fairness and respect; makes decisions that are objective and reflect the just treatment of others • Taking responsibility • Understand, identify, assess and manage risk while striving to attain objectives • Conducting risk assessment when identifying or recommending strategic and tactical options 	<ul style="list-style-type: none"> • The ability to set direction and communicate vision in order to encourage alignment within the organization • Has the skill and mindset to actively address issues and provide the relevant organizational response • The issues addressed could cover a wide spectrum of areas including people, technology, products, market opportunities • Understands rapidly changing cultural trends at national and global levels • Open to collaboration and partnership with other Christian organizations

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The Opportunity

Based on the organization's strengths and theological integrity, InterVarsity is poised for significant growth. This is an extraordinary opportunity for the right leader, one who cares deeply about incarnating the Good News and helping to renew today's youth culture through mission at camp and campus. The next President will be expected to embrace the following values that are central to the organization's vision for the future.

- A heart for Christian witness – InterVarsity continues to affirm its evangelistic mission by its commitment to establish and advance witnessing communities; witnessing to the redemptive Lordship of Christ in camps and on campus.
- A concern for mission, particularly student-led and student-oriented global missions in partnership with IFES and other mission organizations. Urbana is one of InterVarsity's gifts to the global church.
- A long term commitment to multiethnic ministry. InterVarsity camps and campus chapters embody the gospel value of embracing all God's people and our recent growth has come largely from the involvement of ethnic minority campers, students, faculty and field staff.

The successful candidate must be known for creating work environments that encourage all staff, regardless of gender or ethnicity, to develop their personal and professional lives so as to advance the Kingdom of God. The President must be able to communicate Christian truth and relevancy while understanding Canadian youth culture today and demonstrate a deep passion and understanding for both the camping and campus 'world'.

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Where is the Candidate Today?

The next President of Inter-Varsity Christian Fellowship of Canada may come from any number of vocations or careers. Someone from one of the following areas is likely to have the skills and experiences that are needed to lead InterVarsity to the next level:

- A person who has been deeply involved in church or para-church missions, has participated in the public sector, charity, and/or political fundraising, and senses a calling to lead InterVarsity
- Current leader at InterVarsity, IFES or a similar ministry
- Denominational leader who has demonstrated success in developing leadership and fostering growth
- Leader of an educational institution, skilled in advancement, who is ready to change focus
- Leader of a missions organization who has demonstrated skill in major donor development and is ready to become President
- Pastor of a large church where evangelism is a core ministry component
- Successful business or not-for-profit leader who has managed a diverse, national organization





Process of Candidacy

If you feel that your gifts and vocation are a match for InterVarsity, we invite you to begin the submission process by submitting your resume and a cover letter, describing your desire to be considered as a candidate for the Presidency of InterVarsity Canada.

Process of submission and interviews:

- Your resume will be reviewed by CSA Consulting
- Every submission will receive feedback and be notified as to whether they will move forward in the process
- If you are selected to move forward a brief telephone screening interview will be scheduled
- In-depth interviews will be scheduled with the lead search consultant, in person or via Skype
- Short listed candidates will be presented to the Discernment and Search Committee for interviews
- Final Board interviews will be held for selection

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The short list of candidates may be asked to participate in Behavioural Event Interviews, personality assessments, 360 assessments and thorough reference and background checks.

Candidates will be asked, prior to Discernment and Search Committee interviews, to review and sign the Inter-Varsity Christian Fellowship of Canada code of conduct (not included in brief).

**All candidate interactions (electronic, in person or over the phone) are confidential and will not be shared without express consent by the candidate. At any time in the process please do not hesitate to connect with Christiane St-Amour Rivard of CSA Consulting (contact information below).*

Location & Travel Requirements

The President will be expected to reside in the vicinity of the National Service Centre in Toronto, Ontario. InterVarsity is looking for the new President to make a five to ten-year commitment to the organization.

The role of the President will include both national and international travel, visiting camps and campuses across Canada as well as donors, speaking events and attending IFES and world events.

The ideal candidate should have an interest in 'significant' travel and the ability to balance a healthy family/personal life and the demands of the position.





Submission Guidelines

- In the subject line, please write “President-InterVarsity”
- Please attach your resume in a Word or PDF format
- Please use your email as your cover letter
- Please allow up to 2 business days for confirmation of receipt and feedback

Please submit your information to:

Christiane St-Amour Rivard

CSA Consulting

Christiane@csaconsultinginc.com

514-824-2910

Application Deadline: December 18th 2017

“We desire to see young people become Christ’s disciples with their character transformed by the Word and the Spirit, growing in grace-filled community and developing into authentic leaders who make a difference for the Kingdom”

Dr. T.V. Thomas

Chair of the Board of Directors

Inter-Varsity Christian Fellowship of Canada