



OPPORTUNITY PROFILE

PRESIDENT

INTERVARSITY
INTERVARSITY CHRISTIAN FELLOWSHIP/USA

 **JobfitMatters**
powered by  **sima**®



FROM THE CHAIR OF THE DISCERNMENT AND SEARCH (DAS) TASK FORCE

Dear Prospective Presidential Candidate,

Thank you for your interest in InterVarsity Christian Fellowship.

In June, after serving faithfully for 14 years, Alec Hill retired as President of InterVarsity and we celebrate his leadership tenure as a time of significant growth and health in the life of the entire organization. We are especially thankful for the large and diverse number of students actively engaged in campus witness and ministry.

Now InterVarsity seeks a leader who will navigate the challenges facing mission organizations today and who is excited about the opportunity to be a part of what God is doing through InterVarsity on college and university campuses in the United States.

I invite you to read this Opportunity Profile. I also invite you to share it with those in your network who, in your judgment, may be potential candidates. If your experience, gifts and interests match the Profile, or if you have any questions, please contact the office of Tommy Thomas and Laura Coverstone (615-261-4623), the *JobfitMatters* consultants assisting InterVarsity in this search.

Thank you again for your thoughtful prayers and consideration.

Sincerely,

Rudy Hernandez

*Chair, InterVarsity Discernment
and Search Task Force*

*Member, InterVarsity Christian
Fellowship Board of Trustees*



OVERVIEW

InterVarsity Christian Fellowship (“InterVarsity” or “IVCF”) is a student-led ministry of more than 40,000 students and faculty on 649 campuses served by more than 1,100 field staff. Its headquarters are in Madison, Wisconsin and also includes InterVarsity Press located in Westmont, Illinois and camps in California, Michigan and New Hampshire.

This Opportunity Profile invites you into the story of God’s provision of missional, relational, spiritual, and financial growth in InterVarsity. We are seeking a leader who will build upon this momentum and will expand the mission in the face of the great spiritual opportunities in our culture today. The Discernment and Search Task Force looks forward to meeting the leader God will provide to lead InterVarsity forward.



In a recent study, **47%** of college students surveyed said they rarely engaged with God’s Word before participating in InterVarsity. After getting involved, **85%** said they engaged with Scripture weekly.



FROM THE PAST TO THE PRESENT

InterVarsity began with students at the University of Cambridge, England in 1877 who met together to pray, to study the Bible and to witness to fellow students in spite of the disapproval of some University officials. Soon, similar groups sprang up on other campuses. Eventually, they formed the British InterVarsity. (Hence the name, *inter* – meaning between, *varsity* – the British term for college level students.)

From the very beginning these students had a strong concern to take the gospel to those all over the world who had never heard it – a concern that continues in InterVarsity today.

In 1928, in response to a plea for help, British InterVarsity sent Howard Guinness, a medical school graduate and vice-chairman of the British movement, to Canada. Students helped raise the money to provide one-way passage to Canada. Between bouts of seasickness, Guinness led his cabin mate to Christ during the crossing. As God supplied the funds, he slowly worked his way across Canada, starting up and assisting evangelical student groups.

By 1937, the Canadians heard requests for help from students in the United States as independent evangelical student groups were springing up. In 1938, Stacey Woods, the Canadian InterVarsity director, met with students on the University of Michigan campus who then formed the first InterVarsity chapter in the United States.

By May 1941 InterVarsity Christian Fellowship/USA was an organization with three staff on loan from Canada and Stacey Woods as Secretary General. InterVarsity Christian Fellowship/USA was officially incorporated in November 1941.

The first Urbana Student Missions Convention was held in 1946 and has continued to challenge and equip successive student generations (more than 250,000 students) to be actively involved in the world mission of the Church.

In 1947 InterVarsity USA became a founding member of the International Fellowship of Evangelical Students, a federation of national Christian student movements. The other charter members were Australia, Britain, Canada, China, France, The Netherlands, New Zealand, Norway, and Switzerland. (To learn more about IFES go to www.ifesworld.org)



FROM THE PAST TO THE PRESENT (CONTINUED)

Also in 1947, InterVarsity Press was founded to supply quality literature suitable for the campus. IVP book tables became a part of almost every InterVarsity event, highlighting the importance of Bible study, discipleship, evangelism and the discipleship of the mind.

In 1950 there were 35 field staff serving students in 499 InterVarsity chapters across the country. Then in 1969 InterVarsity moved the national office from Chicago to Madison, Wisconsin. By the early 1970's there were more than 200 field staff.

Today, there are more than 1,100 InterVarsity field staff serving more than 40,000 undergraduates, graduate students and faculty nationwide. In addition, InterVarsity produces training materials, camp programs, books, and media tools which serve both church and campus. InterVarsity seeks to build witnessing communities on college campuses which are winsome, engaged, and ethnically diverse.

Under the leadership of Alec Hill and his cabinet, the last decade has been remarkable. The organization is theologically sound, structurally strong and relationally healthy. InterVarsity's growth can be attributed to evangelism and chapter planting, leadership development, robust fundraising, multiethnic ministry, and a strengthened organizational structure.

InterVarsity is also financially healthy with current annual revenue of approximately \$102 million, up from \$70 million 10 years ago. InterVarsity is a charter and continuous member of the Evangelical Council for Financial Accountability (EFCA) for the past 36 years. InterVarsity has also been awarded four out of four stars by Charity Navigator, recognizing its exemplary fiscal management, low fundraising expenses, and program stability.

On this foundation, InterVarsity is poised for significant growth and impact in the next decade. The following pages provide more detailed information about the organization's purpose and strengths.



INTERVARSITY'S PURPOSE

The Purpose of InterVarsity Christian Fellowship/USA is to establish and advance at colleges and universities witnessing communities of students and faculty who follow Jesus as Savior and Lord: growing in love for God, God's Word, God's people of every ethnicity and culture and God's purposes in the world.

INTERVARSITY'S VISION

To see students and faculty transformed, campuses renewed, and world changers developed.

To view former President Alec Hill's articulation of InterVarsity's vision at the 2014 InterVarsity Staff Conference, see <https://vimeo.com/83675179>.



INTERVARSITY'S CORE VALUES AND COMMITMENTS

COLLEGE AND UNIVERSITY

We are called to be a redeeming influence among its people, ideas and structures.

SCRIPTURE

We encounter the living God through scripture and are transformed by the Holy Spirit as we read, study, teach and obey His Word.

PRAYER

We express our faith, love and dependence on God through lives of prayer and worship.

SPIRITUAL FORMATION

We cultivate intimacy with God and growth in Christ-like character through personal and corporate spiritual disciplines, empowered by the Spirit.

COMMUNITY

We promote authentic relationships and redemptive communities marked by God's grace and truth.

DISCIPLESHIP OF THE MIND

We engage in learning and thoughtful Biblical reflection in every area of life.

LEADERSHIP DEVELOPMENT

We develop women and men to serve as leaders at every level of InterVarsity and ultimately for the Kingdom of God, honoring God's gifts and calling in them.

EVANGELISM

We proclaim and live out the gospel with love and boldness, calling people to repentance, faith and new life in Jesus Christ.

WHOLE LIFE STEWARDSHIP

We proclaim Jesus as Lord over all creation and culture, striving to integrate faith, life and vocation in serving Him.

ETHNIC RECONCILIATION AND JUSTICE

We pursue ethnic reconciliation by practicing mutual empowerment, grace and truth and by promoting personal and systemic justice.

CHURCH

We partner with churches in campus ministry and equip students, faculty and staff to be lifelong active members in local congregations.

MISSIONS

We serve God and partner with His people to extend His kingdom cross-culturally on campus and around the world.



INTERVARSITY DOCTRINAL BASIS

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 Savior 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.

*Adopted by the Board of Trustees
October 20, 2000*



SCOPE OF INTERVARSITY COLLEGIATE MINISTRIES

IN 2014-2015

Collegiate Ministries

REACHING 124,000 STUDENTS

InterVarsity had **985 chapters** on **649 campuses**. Many campuses have more than one chapter, which may include separate outreaches to international students, sororities and fraternities, and ethnic minority groups, as well as career-specific graduate student chapters.



41,219
CORE STUDENTS

985
CHAPTERS

649
CAMPUSES

Multiethnic Ministry

Approximately 36% of the college population (not counting internationals) identify themselves as ethnic minorities. Of the 40,219 active InterVarsity students, **15,060**, or 38%, identify themselves as ethnic minority or multiracial students.



38% MULTIETHNIC STUDENTS

- Asian American Ministries (34 chapters)
- Black Campus Ministries (29 chapters)
- Latino Fellowship (5 chapters)
- Native ministry (1 chapter)

Evangelism

4,269 first-time professions of faith in Jesus as Savior and Lord reported by chapter leaders (up 21 % from the previous year and up 172% from ten years ago).

53,228 seekers participated in evangelistic events.



172%

increase in first-time professions of faith from ten years ago.

Graduate and Faculty Ministry

189 chapters are primarily oriented to graduate students, professional students, and/or faculty.



1,809
FACULTY MEMBERS

4,895
GRADUATE STUDENTS

Nurses Christian Fellowship

1,109 students and **118** faculty members participated in **87** Nurses Christian Fellowship groups in Schools of Nursing.



1,109
NURSING STUDENTS

International Student Ministry

140 InterVarsity staff members work to develop international witnessing communities on campus, including official volunteer staff.

4,951 International students are regularly involved in both undergraduate and graduate fellowships, including **69** fellowships specifically for International students.

140 INTERVARSITY STAFF MEMBERS

4,951 INTERNATIONAL STUDENTS

Greek InterVarsity



A total of **3,195** students were involved with Greek InterVarsity on **90** campuses, including **29** campuses with fraternity and sorority specific fellowships.

Arts & Athletes

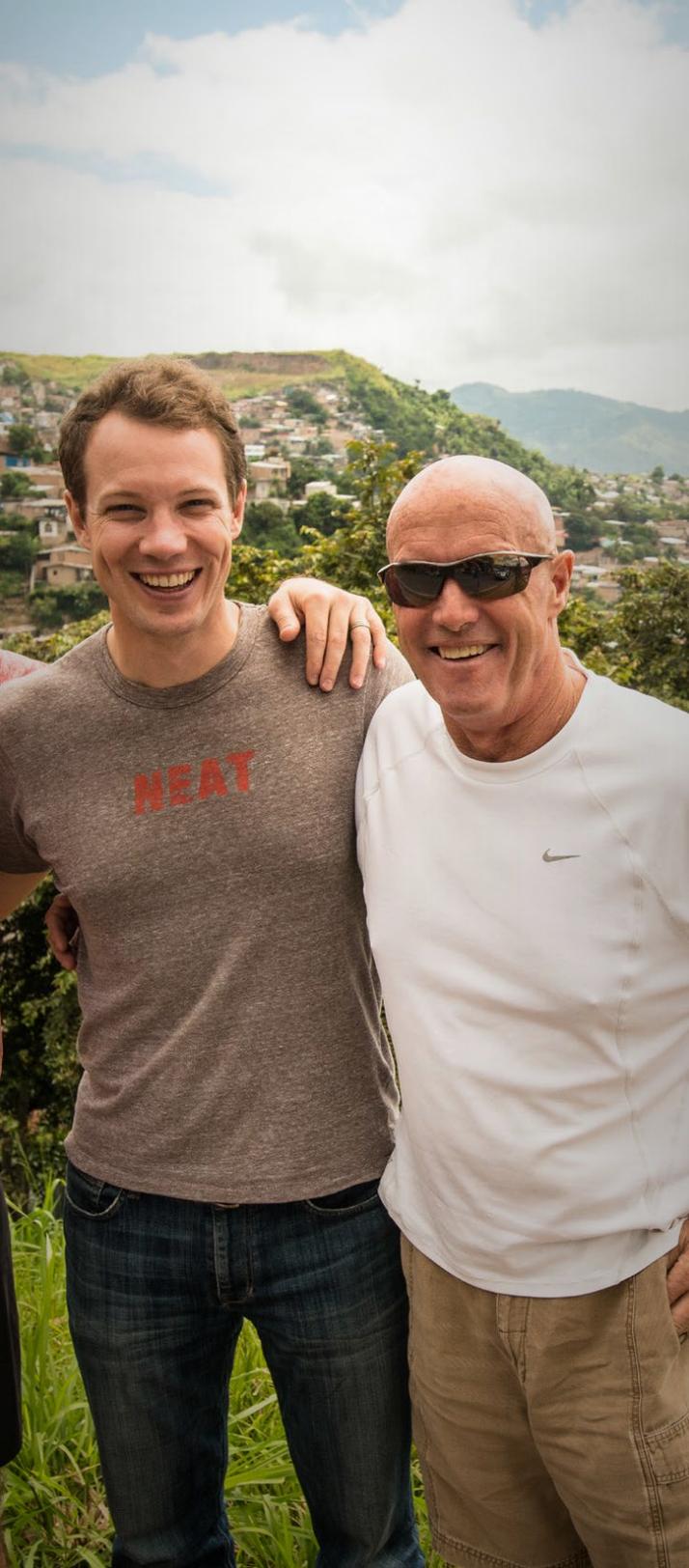
InterVarsity officially launched two new strategic ministries at our National Staff Conference in January, 2014: Arts Ministry and Athletes InterVarsity.



1,727
STUDENT ARTISTS



2,239
STUDENT ATHLETES



SCOPE OF INTERVARSITY MISSIONS AND TRAINING

Missions



A total of **7,096** students were involved in cross-cultural training missions in 2013-2014.

Global Urban Trek

The Global Urban Trek is a 7 week trip designed to immerse college students in urban slums around the world, partner with local ministries, and help them discern if Jesus is calling them to this context in the future.



43 STUDENTS & STAFF
(SUMMER 2015)

3 COUNTRIES
(SUMMER 2015)

Global Programs

Global Programs engage InterVarsity students in cross-cultural missions through partnerships with IFES movements and other ministries around the world.

289

INTERVARSITY
STUDENTS & STAFF
(SUMMER 2015)

20

GLOBAL PROGRAMS
(SUMMER 2015)

16

COUNTRIES
(SUMMER 2015)

Urban Programs



In 2015 there were eight dips (weekend), 43 plunges (one week), one short program (two weeks), twelve summer vocational discipleship programs and two year-round projects in 32 U.S. cities.

InterVarsity Link

As of July 2015 there were 13 InterVarsity staff preparing to go overseas in the next year to serve students in 9 countries.

52

InterVarsity Link staff and volunteers serve overseas in **26 countries** by invitation of the International Fellowship of Evangelical Students.

Urbana

Urbana is InterVarsity's triennial student mission conference. Students learn about the global mission of the church. At each event, up to 20,000 students explore short-term and vocational missions opportunities.

Urbana 12 was held December 27-31, 2012 in St. Louis, Missouri, and was attended by about 16,000 people. Out of that number, **7058** commitments were made to global or cross cultural missions.

20,000 STUDENTS AT EACH EVENT

272,000 (approximate)

participants have heard the challenge to enter into God's global mission, since the first Conference in 1946.

7058

commitments were made to global or cross cultural missions.

Retreats and Training Centers (Camps)

In 2014 a total of **21,200** people attended InterVarsity's three training centers.



21,200
PEOPLE ATTENDED
(2014)

3
TRAINING CENTERS

InterVarsity Press

IVP books consistently win awards for their quality and have been translated into over **65** languages including Chinese, Korean, Portuguese, Persian, Croatian, and Estonian. More than 1,000 eBook titles are available on Kindle and other digital platforms.



126
NEW BOOKS
(2014)

1,900
TITLES IN PRINT



SCOPE OF INTERVARSITY STAFF

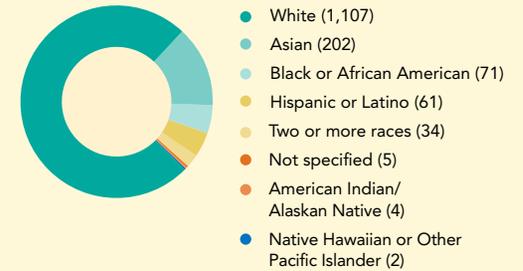
Organizational Chart



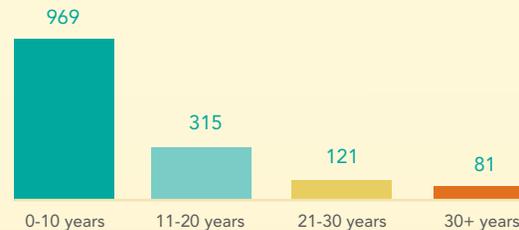
Total IVCF Staff: 1,486



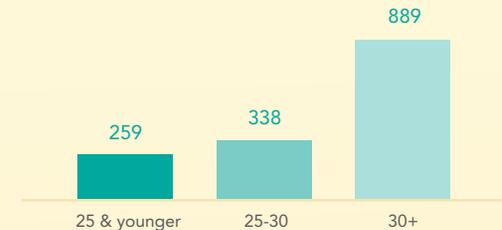
Ethnicity



Length of Service (Average 9.6 years)



Age (Average age 37)





ENGAGING TODAY'S STUDENTS

InterVarsity is committed to learning and adapting to the needs and interests of students and faculty on the college campus. Cultural and economic changes have affected receptivity to the Christian life as well as the practical aspects of creating community.

InterVarsity's de-centralized, student-led approach to ministry seems to be well suited to the times. Students today place a high value on relationships and acceptance and are energized by discovering and leading things themselves. They are also very serious about social justice issues.

Most students today are unchurched and/or biblically ignorant. However, there is a deep hunger for spiritual conversation. Students also often come from families that are fractured, blended or in distress. Consequently they are more vocal about their need for help and are eager for meaningful community.

The economics of higher education and the challenges of the job market have also changed the college and university landscape:

- Many students spend less time on campus because they either have part-time employment or must commute long distances to a campus.
- Students are from all parts of the globe and represent a broad spectrum of economic status, ethnicities and cultures.
- They are digital natives and in continuous electronic communication, creating an opportunity for a strong digital ministry.

InterVarsity also ministers to a more racially diverse student population than in previous generations and is a population that is increasingly post-Christian in its perspectives.



ENGAGING TODAY'S INSTITUTIONS

Today's university shapes tomorrow's leaders. In the university, women and men are encouraged to pursue truth, often without regard for God, and to pursue personal goals, often without concern for a higher purpose. This is creating a crisis in meaning, identity and calling for young adults.

InterVarsity longs to see education lead to a lifetime of Christian worship and work. The leadership and staff of InterVarsity believe that when students and faculty are transformed by the gospel of Jesus Christ, their campus is renewed, their future workplaces and communities are changed, and ultimately society as a whole can more closely reflect the priorities of the kingdom of God. This is the significance of InterVarsity's investment in the lives of students and faculty, wherever they are on their spiritual journey.

However, InterVarsity is working in a new climate of opposition at an increasing number of schools. Chapters have been derecognized on several campuses for refusing to sign a non-discrimination policy that forbids the use of religious criteria to select leaders.

In some cases, agreement was reached so that InterVarsity could remain on campus as a recognized student organization. However, at some schools — such as Vanderbilt, Rollins, Tufts, and Bowdoin — InterVarsity's ministry has been de-recognized. InterVarsity chapters on the California State University campuses were forced off campus for the 2014-2015 school year before the issue was resolved and the chapters returned to campuses this fall.

InterVarsity is engaged in a national discussion of the issues related to religious pluralism on campus. For a more in-depth look at campus challenges, see <http://www.intervarsity.org/page/campus-challenges>.

The next leader of InterVarsity must be equipped to lead the ministry through these campus access challenges with wisdom, grace, and influence.



THE POSITION

The President will serve as the senior executive, exercising overall leadership for InterVarsity as a member of and reporting to the Board of Trustees.

The President is expected to formulate vision and to provide strategic leadership in developing long-term initiatives that will advance the mission of InterVarsity. This vision must be translated into clear goals and objectives for the entire organization. It is imperative that the President be winsome in communicating these goals and objectives among field staff, staff at the National Service Center and to outside constituencies.

Currently, the President leads a nine-person cabinet consisting of the following Vice Presidents: (VP of Missions & Urbana, VP of Campus Engagement, VP of Advancement, VP of Multi-Ethnic Ministries, VP of Collegiate Ministries, VP of Strategic Ministries, VP of Operations, VP of InterVarsity Press, VP of Learning & Talent)

The culture at InterVarsity is collegial. To thrive in this environment, the President must have a relational and collaborative style. Leadership must come primarily through influence and earned credibility rather than just positional authority.

The President is the primary spokesperson for InterVarsity. He or she will be central in exploring, developing and maintaining strategic alliances and cooperative ministry initiatives.

The President will set the tone and direction for development and fund raising while the Director of Communications and Development will provide the tactical and operational means. The President will play a significant role in major donor and foundation solicitations.



QUALIFICATIONS

- **Spiritual Maturity** – The primary qualification for this position is a heart for God and for the university community. The successful candidate must be a spiritually maturing follower of Jesus, demonstrating a deep relationship with God, knowing and relying on His Word. He or she will wholeheartedly affirm the movement’s doctrinal statement and must have a passion for college and university students, including those who don’t yet know Christ.
- **Leadership Through Influence** – Given that the mission field for InterVarsity is distributed across hundreds of college and university campuses, the leadership style that best fits the organization is collaborative. The successful candidate will have a history of leading through listening, influence, competence and spiritual depth.
- **Team-Based Leadership** – There is a long history of team-based leadership and ministry at InterVarsity. The successful candidate will display Christ-centered servant leadership and foster team building in the organization. The President will drive efforts to strategically organize the teams and foster cross-functional communication.
- **Leadership in the Public Arena** – In the face of challenges and opposition on college campuses, the President must demonstrate wisdom, grace, humility, and strength and represent InterVarsity well.
- **Communication Skills** – While the President need not be a renowned public speaker, he or she must be effective in a variety of public speaking venues. Writing skills are also important. The President must have the ability to communicate effectively to InterVarsity’s students, staff and constituents, as well as the broader public.
- **Biblical Wisdom** – The President needs to model a commitment to growth in Biblical understanding and openness to spiritual and intellectual reflection and conversation. He or she needs to bring unity across a spectrum of denominational lines.
- **Capacity for Complexity** – The President must be effective in managing an organization that is geographically decentralized, broad in its theology, ethnically and racially diverse, and engaged in multiple ministries. Leading good collaborative processes is essential.



THE OPPORTUNITY

Based on the organization's strengths and theological integrity, InterVarsity is poised for significant growth in its ability to affect the campus for Christ. This is an extraordinary opportunity for the right leader, one who cares deeply about evangelizing and renewing today's university campus and culture.

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 evangelism – InterVarsity continues to affirm its evangelistic mission by its commitment to establish and advance witnessing communities witnessing to the redemptive Lordship of Christ on the campus.
- A passion for students and faculty to become mature disciples of Jesus Christ. InterVarsity is primarily a student movement, giving ground to student-led initiatives and encouraging student leadership. Bible study is the key means of developing spiritual maturity among students.
- A concern for missions, 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 demonstrated commitment to women in leadership – InterVarsity is a leader among faith-based organizations in this area, intentionally providing opportunities for women to lead and manage at all levels.
- A long term commitment to multiethnic ministry. The proportion of ethnic minority students pursuing higher education has been increasing in the U.S. InterVarsity chapters embody the gospel value of embracing all God's people and our recent growth has come largely from the involvement of ethnic minority students, faculty and field staff.
- A demonstrated commitment to racial reconciliation. From the early years InterVarsity has been committed to racial reconciliation. While InterVarsity has made great strides in this area, the next President will be expected by both the staff and the Board of Trustees to continue to champion efforts that meet this deep need in our society.



THE OPPORTUNITY (CONTINUED)

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. Furthermore, the President should have a demonstrated passion for college students and the university world.

Anyone who has the qualifications and senses a calling to the Presidency of InterVarsity is encouraged to contact our partner helping us fill this position, *JobfitMatters*. Additionally, nominations are welcome.

JobfitMatters fully respects the need for confidentiality of information supplied by interested parties and assures applicants that their backgrounds and interests will not be discussed with anyone, including InterVarsity, without prior consent, nor will reference contacts be made until mutual interest has been established.

LOCATION/TRAVEL REQUIREMENTS

The President will be expected to reside in the vicinity of the new National Service Center in Madison, Wisconsin. While the Presidency of InterVarsity may not be the last stop in the successful candidate's career, it is expected that a President will make at least a five to ten year commitment to InterVarsity.

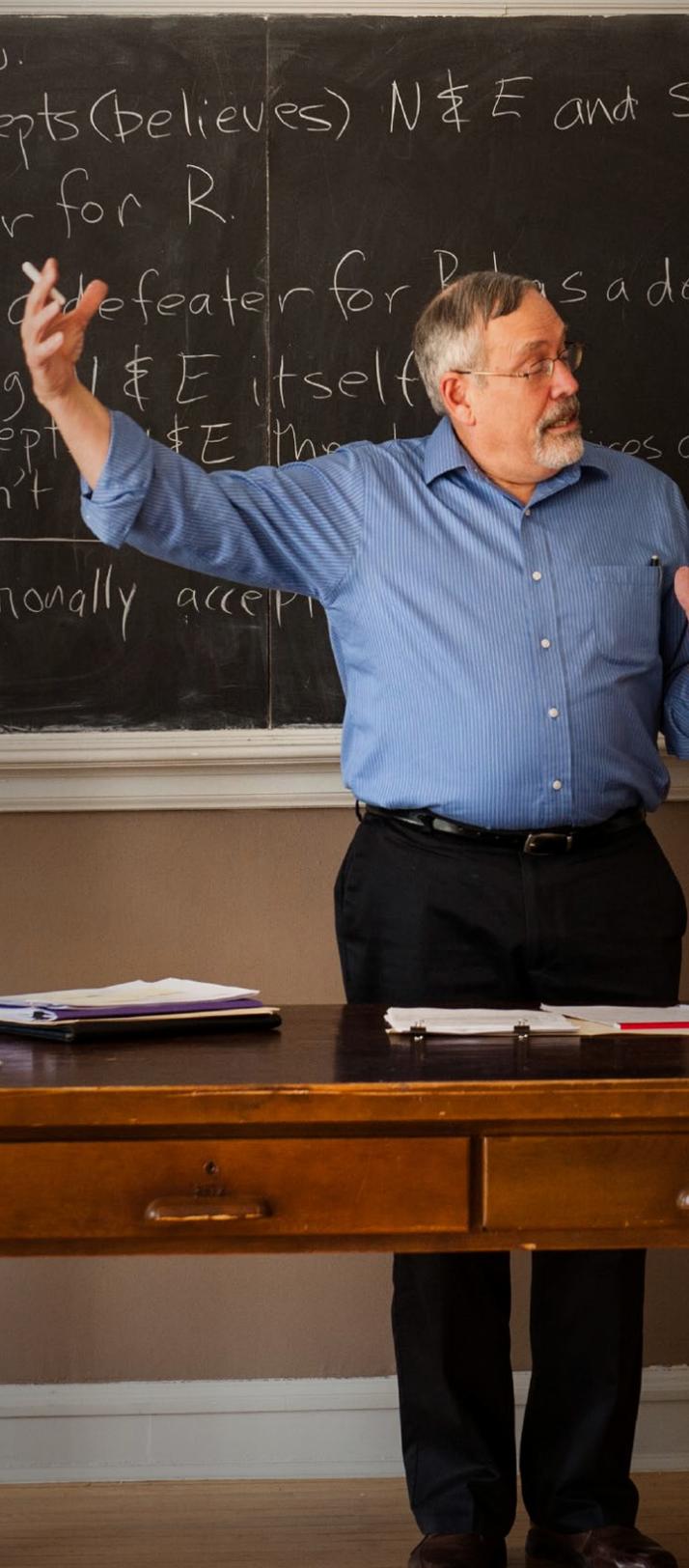
As with most senior leadership positions, this role will involve a larger time expenditure than 40-hours a week, and travel time will be significant. The President's family relations should be sufficiently strong as to not be adversely affected by the demands of the position.



WHERE IS THE CANDIDATE TODAY?

The next President of InterVarsity 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 current leader at InterVarsity or a similar ministry
- A pastor of a large church where evangelism is a core ministry component
- A leader of a missions organization who has demonstrated skill in major donor development and is ready to become President.
- A leader of an educational institution, skilled in advancement, who is ready to change focus
- A denominational leader who has demonstrated success in leadership and growth
- A successful business or not-for-profit leader who has managed a diverse, national organization.
- 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.



PROCESS OF CANDIDACY

If after reading this Opportunity Profile you sense that the gifts and experiences God has given you are a good match for InterVarsity, we invite you to begin the inquiry process. As mentioned, all candidate information and conversations are treated confidentially. You may contact Tommy Thomas or Laura Coverstone of *JobfitMatters* at any stage of the process to receive more information and ask questions. Their contact information is below.

Please submit the following in a single document in Word or .pdf format.

1. Resume
2. References: Provide the names and contact information (telephone numbers and email addresses) for four references who know you and your career well enough to comment on your suitability for the Presidency of InterVarsity. References will be contacted only after receiving your permission to do so.
3. Responses to Essay Questions: In order to help us gain a more complete picture of you and your interest in InterVarsity, please provide responses to the following (1-2 pages each):
 - a. Describe your faith journey, devotional life, and involvement in the local church and other church-related organizations.
 - b. Based on the InterVarsity website, this document, or other inquiries you have made, what attracts you to the President's position? What elements of the position create apprehension in your mind?
 - c. Relate a multi-ethnic worship or fellowship experience you have had. What did you learn from it?

Please do not be overly concerned with brevity in assembling this package of materials. While we don't want to read volumes, we do want to get to know you and why you would make a strong President for InterVarsity.

Submit this information in one document (Word or .pdf) to:

Tommy Thomas and Laura Coverstone

JobfitMatters Executive Search

resumes@simainternational.com

Phone: (615) 261-4623

In the subject line, please write "President-InterVarsity"

Application Deadline: December 10, 2015

INTERVARSITY
INTERVARSITY CHRISTIAN FELLOWSHIP/USA

