

**Mission:** develop and oversee operations and systems that empower Wellspring Group to effectively achieve its vision, mission and significantly broaden its impact.

**Responsibilities**

1. Proactively oversee the operations of the entire Wellspring Group ministry
2. Assess current processes and address issues that need to be improved upon to lead us to the next level of sustainable excellence
3. Financial Partner development that will assist the Executive Director and team in building a foundation for long-term sustainability
4. Raise approximately one-half of overall compensation package for the first three years
5. Provide teaching and leadership in Wellspring Group events
6. Marketing and recruiting of organizations and participants for the Wellspring Battle for the Heart

**Outcomes**

1. Release Executive Director from operations to focus on communicating, coaching and creating
2. Solid roadmap for taking Wellspring to the next level
3. Operational processes are planned well and executed according to plan
4. Optimum and effective staffing model, which relies appropriately on employees vs. volunteers and has the capacity to both grow and sustain the ministry.
5. Organizational roles / responsibilities clearly understood and operating according to plan

**Summary**

The role of the Wellspring Managing Director will be comparable to leading the growth of a startup company's operations that has identified its target and experienced success within a strong constituency. The right leader will find this to be deeply rewarding due to the impact on the hearts, minds and engagement of the men and women that are experiencing lasting change. The ability to take all the early insights of the current team and accelerate the multiplication process will hinge on this leader's organizational strength. Much goodwill has been established and can be leveraged by this leader in marketing and recruiting new partners.

## **Competencies**

1. Lead an organization to the next level of sustainable excellence
2. High emotional intelligence/personal security
3. Ability to see big picture
4. Organized/planner that can effectively execute a strategic plan
5. Capacity to evaluate and improve the systems needed to achieve desired results.
6. Proactive and initiates (brings new ideas to table)
7. Entrepreneurial mentality that will take appropriate risks to invest for the furtherance of the organization and the eternal impact that is the mission focus
8. Team player – able to coordinate with multiple people within and outside of WG
9. Ability to effectively engage at a high level personally and in small group settings
10. Ability to equip others to engage and lead at appropriate levels
11. Capacity to effectively communicate in a large group interactive learning environment
12. Results and Action oriented
13. Ability to relate well to people from business and church backgrounds
14. Preferred that candidate and spouse are alumni of the Battle for the Heart process

## **Experience/Educational Background**

1. Bachelor's Degree. Advanced degrees (Masters and/or Seminary degree) are preferred. Solid biblical knowledge and process of ongoing personal study.
2. 5+ years of previous and progressive experience in organizational and team leadership within a growing organization
3. Demonstrated experience managing within the context of financial reports
4. Management of complex projects with ambitious milestones in developing circumstances.