



Appointment of

President & Chief Executive Officer, Open Doors US



OpenDoors

Serving persecuted **Christians** worldwide



Contents

- 3 About Open Doors
- 7 How we Support
- 9 Job Description
- 10 Person Specification
- 11 Appointment Process and How to Apply



Open Doors

Serving persecuted **Christians** worldwide

About Open Doors

For 65 years Open Doors has been answering the call to go to the most persecuted Christians in the world to 'strengthen what remains' (Revelation 3:2). Founded by Brother Andrew in 1955, Open Doors works in over 65 countries, providing support, training, literature, advocacy and prayer to the Body of Christ in the places where being a follower of Jesus can mean discrimination, loss of livelihood, liberty and life.

On a speaking tour in the US in the early 1970s, the founder of Open Doors International, Brother Andrew met with several Christian leaders who later established a national office which was incorporated in 1973. This year marks the 50th anniversary of our US base and a unique moment in history to grow the ministry in the United States upon the foundations of the last 50 years at a time when persecution of Christians is at its highest ever levels.

The persecution of Christians is rapidly increasing and getting worse. Globally, we are the largest

mission supporting persecuted Christians, and our World Watch List research report, as well as being integral to our strategic planning, is a respected, world-leading insight into the persecution of Christians. The past five years have seen our work grow significantly in financial terms and global reach.

Our global strategic outcomes are about strengthening the church to remain as **Salt and Light** in their communities; for persecuted Christians to know that they are **Never Alone** in their walk with Christ; achieving **Greater Engagement** in prayer and support from the global Body of Christ; and to see Christians everywhere confidently **Speaking Out** for those who suffer for their faith.

Across our ministry we seek a culture where we: live by our core values daily (see page 5); seek the success of others and work in unity; speak the truth with love; simplify complexity in our work.



OpenDoors

Serving persecuted **Christians** worldwide

About Open Doors



Our Vision

Christians engaged everywhere, strengthening the most persecuted, so the global Church remains God's faithful witness to the world.

Our Purpose

Our purpose is to strengthen and equip Christians around the world who are facing persecution and discrimination because of their faith in Jesus Christ, and to encourage their involvement in world evangelism by:

- Providing Bibles and literature, media, leadership training, socio-economic development and through intercessory prayer;
- Preparing the body of Christ living in threatened or unstable areas to face persecution and suffering;
- Educating and mobilising the rest of the body of Christ to identify with threatened and persecuted Christians and be actively involved in assisting them.

We do so because we believe that when one member suffers, all members suffer with it (1 Corinthians 12:26), all doors are open and God enables His body to go into all the world and preach the gospel.





Open Doors

Serving persecuted **Christians** worldwide

About Open Doors

Our Seven Core Values





OpenDoors

Serving persecuted **Christians** worldwide

About Open Doors

Our History

To read more about our history please visit:

<https://www.opendoors.org/en-US/about/our-history/>

Our Statement of Faith

Open Doors is an evangelical Christian ministry. Our Trinitarian faith is enshrined and expressed in the historic creed of the church:



We believe in God the Father Almighty, maker of heaven and earth;
and in Jesus Christ His only Son, our Lord,
who was conceived by the Holy Spirit;
born of the Virgin Mary;
suffered under Pontius Pilate;
was crucified, died and was buried.

He descended into hell,
the third day He rose again from the dead;
He ascended into heaven, and sits at the right hand of God the Father Almighty,
from where He will come to judge the living and the dead.

We believe in the Holy Spirit;
the holy Christian Church;
the communion of saints;
the forgiveness of sins;
the resurrection of the body;
and the life everlasting.



OpenDoors

Serving persecuted **Christians** worldwide

How we Support

Open Doors works in more than 65 countries, supplying Bibles, training church leaders, providing practical support and emergency relief, and supporting Christians who suffer persecution and discrimination for their faith. Our development bases in 25 countries work to raise awareness of global persecution, mobilising prayer, and support and action among Christians. Here's how we support:

- **Distributing Bibles and Christian Resources.**
Despite increased security control and restrictions, Open Doors provides contextualised Christian materials in minority languages. Last year, Open Doors distributed more than 1.3 million bibles and books worldwide;
- **Training Christians and Church Leaders:**
In the last year, Open Doors trained more than 3.4million persecuted Christians across the world. Trainings include leadership and discipleship courses, trauma care and persecution survival seminars;

- **Supporting victims of violence and disaster:**
In 2021, Open Doors helped 685,887 persecuted Christians with emergency relief, community development, education and medical care. Much of the urgent relief went to persecuted Christians in countries hard-hit by Covid-19;
- **Raising awareness and encouraging prayer:**
“Our prayers can go where we cannot.” – Brother Andrew, founder of Open Doors. Across the world, we mobilise prayer support for Christians suffering persecution and discrimination for their faith. We encourage the global church to stand with them in prayer so that they know they are not alone;
- **Speaking out in advocacy:**
From the White House to the UK parliament, from the EU to the UN, Open Doors brings the voice of persecuted Christians to the most powerful people in the world.

Our Impact

1.3
million

Bibles
distributed
worldwide

3.4
million

received Bible
training

685,887
people

received
emergency
relief



OpenDoors

Serving persecuted **Christians** worldwide

How we Support

Development Bases

Open Doors US is one of our 'Development Bases' in our global ministry. Our Development Bases are linked to Open Doors International (ODI - the umbrella organization that oversees our global work) through an affiliation agreement. Our US affiliate has a heritage of half-a-century of engagement with individuals, churches, and foundations, and is an authoritative voice in speaking about the persecution of Christians.

The Development Base's principal purpose is to connect the Body of Christ in their nation to the worldwide church where Christians suffer for their faith in Jesus Christ.

Development Bases engage with individual believers, churches, policy-makers, and media on a national level, primarily to build a community of prayer, through which we believe the Holy Spirit prompts our faithful supporters to give financially and to engage in advocacy for those suffering believers who don't have a voice.

Some of our supporters have been with the ministry for decades, and we are grateful that by God's provision, we have been able to engage many more new supporters.

Our US base is part of a vibrant network of Development Bases, each distinct, but each working in unity with one another, modelling the strength that is found when parts of the Body of Christ work together.

Our other Development bases are found in: Australia, Austria, Brazil, Canada, Denmark, Finland, France, Germany, Hong Kong, Italy, Netherlands, New Zealand, Norway, Philippines, Poland, South Africa, South Korea, Spain, Sweden, Switzerland, United Kingdom & Ireland.

World Watch List 2023

The World Watch List is Open Doors International's annual ranking of the 50 countries where Christians face the most extreme persecution. More than 360m Christians suffer high levels of persecution and discrimination for their faith. In ODI's World Watch List top 50 alone, 312m Christians face very high or extreme levels.

Please visit [World Watch List 2023](#) to explore country profiles to find information, stories and prayers for each of the countries, along with ways that you can stand with your persecuted church family in prayer and action.

Strategy

To read about our strategy please visit: [Strengthen What Remains 2025](#).





OpenDoors

Serving persecuted **Christians** worldwide

Job Description

President & Chief Executive Officer, Open Doors US

An exciting and unique opportunity has arisen for a visionary, prayerful leader to join the world's largest underground network serving persecuted Christians globally. Open Doors works in over 65 countries to provide support, prayer and encouragement and we seek an outstanding leader who will grow our ministry in the US, remaining steadfast in supporting those who are living where it's hardest to be a Christian. The successful candidate will have a vision for growth, a strategic mindset, passion for the global church and work as an authentic and servant-hearted leader.

Key accountabilities of the position include:

Leadership

- Develop a strong, positive and enabling relationship with the national Board and Open Doors International (ODI) based on mutual respect, regular communication and support.
- Develop an effective and efficient team which grows support, influence and prayer for the persecuted church. Identify and grow the capacity within the team, bringing the best out of each person.
- Create a culture of faithful prayer, and collaboration within the team – embedding Open Doors' core values & DNA in working practices
- Contribute positively to the global Open Doors community. Ensure financial accountability and transparency to the Board, including regular provision of key performance indicators against an agreed plan.
- Ensure accountability to supporters and authorities, in compliance with national laws and global Open Doors policies, managing key risks effectively.

Strategy

- Develop and implement an effective national strategy to grow the base's capacity to fundraise, influence and grow prayer support from key audiences including churches. Pay careful attention to the results and refine approach for maximum impact.
- Develop annual operational plan to achieve the longer-term strategic plan.
- Working with ODI, the Board and team, ensure the base meets its agreed granting responsibilities to ODI/Field.

Relationships and public engagement

- Collaborate closely with other Development Base peers, International and Field Leadership and colleagues, with an orientation of service.
- Respect and nurture the connection between ODI and ODUS, based on both the word and the spirit of the Affiliation Agreement.
- Represent Open Doors to the USA church, media, government.
- Build relationships with church leaders (denominations, networks).
- Develop relationships with major donors
- Deliver public speaking and Biblical preaching in key churches and events.
- Be an effective media spokesperson, speaking the truth in a measured, wise and grace-filled way that positively impacts other Development Bases and ODI.
- Be the face of Open Doors to church and supporter audiences nationally, ensuring communications are in line with the vision, values and policies of the ministry.
- Grow OD influence including advocacy on behalf of the persecuted Church in line with the global advocacy strategy.



Person Specification

Job Capabilities and Personal Qualities

We are seeking a leader with significant experience of successful reporting on the senior team of a large organization, or to a governing Board, or in being a Board member.

She/he should be a collaborative influencer and team builder who develops and empowers others. Someone servant-hearted, who leads with emotional intelligence, and authenticity, and is credible, articulate, and strategic.

As the face of Open Doors in the US, the selected candidate will be an experienced public speaker, confident in speaking from the Word of God. She/he will be prayerful, open to the leading of the Holy Spirit and able to foster a culture of faith and professionalism.

The successful candidate will demonstrate a deep faith and belief in building the Kingdom of God and strengthening the Persecuted Church, and will be willing to travel nationally and internationally, including to the Field, when necessary.

She/he will have demonstrable experience and desire to work cross-culturally and collaboratively, building excellent relationships within their own team and with internal and external partners.

The successful candidate will have proven strategic leadership experience in a global organization. They will demonstrate how they have created a national strategy aligned with global strategy and been highly skilled in overseeing multi-disciplinary teams, and able to achieve deliverables under pressure with high levels of discretion, integrity and honesty.

Above all, the President & CEO will be expected to live out a personal, growing and active relationship with Jesus Christ which shapes behaviour, decision-making and goals. She/he will be committed to living the Open Doors Core Values and Statement of Faith as a Christ-centred servant leader.





Appointment Process and How to Apply

To apply for this role, please submit a resume and cover letter explaining your motivation for applying and what you would bring to the post by March 29, 2023.

Applications should be sent to Olivia Harris, Director of People & Culture at oliviah@od.org.

First interviews will be held online during the week of April 11 and second interviews will be held in person in the Netherlands during the week of the May 1.

Terms and conditions

Salary and benefits: We determine our salaries by considering the size of role and location where the role is performed. The salary offered is also commensurate with experience and will be discussed through the selection process.

Location: To be discussed as part of the selection process.



Open Doors US

3149 E Chapman Ave,
Orange,
California 92869,
United States



OpenDoors

Serving persecuted **Christians** worldwide