



SeedTM
Company

Bible Translation. Life Transformation.



Vice President, Major Gifts

HALF | TIME
TALENT SOLUTIONS

The Seed Company

Bible translation. Life transformation.

Mission

To accelerate Scripture translation and impact for people without God's Word through Great Commission partnerships.

Vision

God's Word transforming lives in every language in this generation.

Core Values

*Honoring God in all we do.
Valuing individuals and relationships.
Partnering effectively.
Encouraging creativity and innovation.
Managing for quality results.*

History

[Seed Company](#) was launched by Wycliffe Bible Translators in 1993 with a mandate to accelerate Bible translation through a new model: connecting national translators abroad with funders at home around specific Bible translation projects. It started with pilot projects in 10 different languages and four years later, the model was working in 50 people groups and growing.

Wycliffe asked former CEO Bernie May to lead the initiative to build a model that would accelerate the pace of Bible translation and involve more national leadership, and thus The Seed Company was born. By 2002, Seed Company reached its 200th language group, with all projects being led by national translators. Seed Company found that having

strong relationships with the people groups they were serving encouraged those who need Scripture to take ownership of the translation work. By 2007, the number of cumulative languages engaged grew to 400, and in 2014 Seed Company celebrated its 1,000th language partnership.

Currently, in over 100 countries around the world, local Bible translators are infusing their languages and cultures with the authority of God's Word. Teams work with local translators to decide which portions of the Bible to translate, and what formats to prioritize, so that when Bibleless people receive Scripture it is not just a foreign idea, but instead a message they can relate to, being experienced in their mother tongue, their heart language. Translations of the Bible and Scripture portions are offered in various formats including books, film, audio, sign language, and even digital formats for those who can't own a printed Bible without risking their lives.

In collaboration with many others, Seed Company is on mission to see all languages have Scripture by 2025. Over a billion people worldwide don't have the full Bible in the language they know best. This is a historic opportunity to help bring about the translation of the Bible to every people group in the world.

Seed Company Ministry Overview



Found in Translation: Stories of Change

The Xamtanga Translation Project

The New Testament is being translated into the Xamtanga language, thanks to a partnership between the Bible Society of Ethiopia and the Ethiopian Orthodox Church. Among the 500,000 Xamtanga speakers, 99.2 percent are followers of Ethiopian Orthodox Tewahdo Christianity. Using Xamtanga in a church service once was considered taboo. But that's changing. Now that some translated Scriptures are being used during sermons, people can hear God's Word anew.



The Ethiopia Sign Language Project

Abraham Gebayu works to get local churches across Ethiopia more involved in Bible translation. Working with Pastors and other Christian leaders, they will use the 110 chronological Bible stories on DVDs, previously produced by the team, for the work of evangelism, discipleship and Scripture engagement programs to spread God's Word to the Deaf of Ethiopia and bring believers to maturity in Christ.

The Paranan 2 Project

Anita Laya, a Filipino from Batad, has worked as a Bible translator, teacher, storyteller, songwriter, speaker and women's leader in both Ifugao and Ayangan languages. Her church, a stone's throw from her home, holds services in both languages. Paranan translators completed the New Testament in 2013. They have the "JESUS" film, and have also completed translating 12 books of the Old Testament. With the addition of 14 more, the day when the Paranan people will have the whole Bible in their language is drawing near.



The Kamo Project

Maryamu Danbaba is a Bible translator and project coordinator for the Kamo project in Gombe State, northeastern Nigeria. Just over a year ago, Jesus showed up in Kamo villages through the Gospel of Luke and the film that bears His name. Now Kamo translators are eagerly working on follow-up materials, namely two Scripture books from the Gospels called "The Wonderful Plan of God," Mark's Gospel, Acts, 1 and 2 Timothy and James. This second project phase will give the Kamo people access to a substantial part of the New Testament. One more phase after this will enable them to complete the whole New Testament.

Vice President, Major Gifts

Overview

The Vice President, Major Gifts (VPMG) will report directly to the Chief Advancement Officer (CAO). The VPMG will develop, facilitate and enhance any and all operations and systems that support the activities of Major Gift representatives, both across department lines, within Advancement, and with other facets of Seed Company as required.

The new VPMG will be responsible for leading, inspiring and fully developing the skills and abilities of a team of 18 to 24 Executive Development Representatives (EDR's) dispersed throughout the country. EDRs prioritize developing high capacity individual donors, but may also include limited work with churches, foundations, and planned giving strategies within the team structure. The VPMG will also have a Partner Relations Manager reporting to him/her. The Partner Relations Manager leads a group of representatives who partner with EDR's to monitor data, prepare presentations and proposal materials, and respond to requests for information. The VPMG will not carry a personal portfolio of donors (investors), thus the EDR team's overall success in growing Major Gift revenue through the effective stewardship of donor relationships will be the primary measurement of success for the VPMG.

The VPMG will provide leadership for the development, planning and execution of the organization's national Major Gifts strategies. He/she will collaborate with internal teams and external partners who are aligned with Seed Company's mission, making decisions about both the strategy and tactics of Major Gift acquisition, some of which will build upon past success and some for which there may be little precedent. The VPMG will collaborate closely with peers within the domain of Advancement.

The majority of The Seed Company's financial resources come from a top tier of major donors who are considered "Investors" in the ministry. An Investor is defined as a partner who will help lead, serve, and charitably donate or "invest" in the ministry. Top tier Investors are meaningfully stewarded by the ministry through relationship-centric approaches managed by assigned development representatives and supported through a variety of systems, collateral, and event strategies. Investors are added to the portfolios of EDR's as they are identified and assimilated.

The Executive Development Representative team currently consists of 10 EDR's who individually cover a geographic territory across a national footprint. The VPMG will be responsible to build out the team to an eventual number of 18 to 24 EDR's. Each EDR's responsibility is to build and manage a portfolio of 100 to 125 active Investors representing a combined annual revenue target of \$500k (entry level) to \$2 Million+ per EDR. Using Salesforce as their donor management system, each EDR is expected to actively manage between 100 and 125 active major donors/prospects, concentrating on the top 50 in a proactive moves-management strategy. EDR performance is closely tracked and analyzed to identify opportunities for growth and continued individual contribution improvement. The EDR's are rewarded through a market-based salary. Additionally, they are eligible to earn reasonable performance incentives based on achieving a variety of specific role-related objectives.

Responsibilities

The Vice President, Major Gifts will hold the following responsibilities:

- Provide leadership and direction to major donor development team by creating an environment of respect, accountability, motivation, professional growth and rallying the team behind the organization's vision and mission;
- Refine and facilitate existing systems for performance measurement of all measurable goals across the development team;
- Identify staffing needs for organizational major donor development requirements; hire and effectively on-board new major donor development staff;
- Implement and enhance comprehensive major-donor development strategy at national and regional levels;
- Collaborate with the President's Office on best practices, communications, and event planning, as needed and guided by the CAO;
- Initiate, develop and deepen relationships with all Advancement department leaders as well as leaders in Field, Finance, Technology and Administration that foster cohesion and integration of Advancement;
- Engage in the delivery and facilitation of proposals/presentations to various constituents (both internal and external);
- Integrate and synthesize complex data from various sources, communicating the results and providing critical insights to appropriate investor partners;
- Provide regular face-to-face and remote training and support to major-donor development team based on analysis of and insights into their individual and team development needs;
- Regularly enhance ROI through increased performance and wise stewardship of resources;
- Provide individual and collective leadership for all EDRs to achieve annual contribution income goals and team objectives as determined in collaboration with the CAO;
- Work closely with the CAO to assess, develop and implement effective strategies to achieve organizational contribution income goals;
- Ensure communication of organizational strategy, change and key issues appropriately;
- Steward organizational resources and ensure development and management of group budgets.

Key Candidate Characteristics

- Strong faith in Jesus Christ as Savior; God-honoring lifestyle;
- Passion for the Word of God and provision of the Word for every people group;
- A personal and professional character that upholds the Seed Company's organizational values including honoring God in all we do, valuing individuals and relationships, partnering effectively, encouraging creativity and innovation, and managing for quality results;
- Overlapping personal alignment with The Seed Company's vision, mission, and values;
- Sense of calling to Kingdom work;
- Entrepreneurial creativity - self-starter energy for innovation and organizational optimization;
- Coaching mind-set that thrives on contributing to the elevated performance of others;
- Agile and inspirational leadership style that recognizes variable motivational and learning styles within the team;

- Experience and humility that puts donors at ease and opens the door with EDRs to teaching and learning in every situation;
- Other skills/experience include:
 - International experience is preferable;
 - Strong written and spoken communication skills with experience story telling within small group settings;
 - An active listener with the ability to hear, assimilate and capture meaningful donor stories.

Requirements

- Requires a Bachelor's degree in Business or Communications or related discipline, and/or equivalent work experience;
- Requires 10 years of experience, including progressively responsible major gifts leadership roles; clear experience in the cultivation, presentation, negotiation, invitation and follow-up processes for attracting and growing six and seven figure gifts;
- Must have demonstrated experience growing a territory and will have done so leading other organizations through successful growth;
- Must be strategic in their ability to carry out their role in developing a high performing team and delivering on the growing resource demands to fulfill the mission of Seed Company;
- Ability to travel regularly, spending approximately 10 to 12 days per month on the road, working directly with each EDR within their own territory;
- The individual must possess high capacity, high energy, be disciplined and organized in carrying out the investor development strategies;
- Passion for and a sensitivity to the translation of scripture to thousands of unreached people groups;
- Relocation to Arlington, Texas;
- Must be able to reference a reputation as a strong team builder.

For more information, or to apply for this position, please contact

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