

## **Christian Surfers Area Director**

### **Area Director Role Summary**

Christian Surfers is a global mission organisation dedicated to creating opportunities every surfer and every surfing community to know and follow Jesus. The surf culture is rapidly expanding in breadth and depth and CSI is growing to meet this challenge. The Christian Surfers Area Director will be part of the International Leadership Team (ILT) and be focussed on mission development in one of three geographic areas. They will above all exemplify our CS values and live a Christ centered life of integrity. They will have proven servant leadership skills and are capable of developing managing and empowering high capacity geographic and strategic teams. They will have a broad cross cultural awareness to care for and motivate and encourage people within our mission.

**Area Director Purpose:** Empower encourage and develop the mission of CS within their area and encourage alignment at global level within the International Leadership Team

### **Area Director Objectives**

#### **1. Area Visionary**

- To coordinate a plan to achieve the overall purpose of Christian Surfers in their unique area that is both congruent with the global mission and strengthens relationships and ownership with the national missions (particularly those key resourcing nations).
- To be the spokesperson for the needs, opinion and vision of both the ILT to the Area and the Area to the ILT
- To coach, empower and develop teams to facilitate appropriate deep and wide development of Christian Surfers in each respective area

#### **2. Area Strategist**

To track and actively develop leadership around deep and wide referenced through our 5 Big strategic measures.

Deep speaks to internal strategic measures

- *Discipling:* Activities, strategies, tactics and partnerships that enhance discipleship across the area.
  - From local mission / hub start up to multiple missions in developmental stage
  - From developmental stage to full Affiliate CS ministry
  - Work with Surf Church Network and other christian agencies that enhance discipleship across Area
- *Equipping :* Activities, strategies, tactics and partnerships that enhance equipping across the area
  - Regional and Area conferences shaped as Equipping events.
  - Encouragement and Dev of CSALT programs.
  - CS Foundations training plus other levels of Leadership, mentorship map etc
  - Work with Equipping director on Area specific development plan.

Wide Speaks to the external strategic measures

- *Connecting:* Activities, strategies, and tactics that empower connection across the area
  - Hubs, Clusters, Events, Conferences etc
- *Service :* Activities, strategies, tactics and partnerships that enhance Service across the area
  - Identify service opportunities and teams that can be catalyzed across the area
  - Develop training and deployment of Chaplaincy as a value add service to the area.
  - Development of Groundswell Aid projects and reps through the area
- *Partnerships :* Activities, strategies, tactics and partnerships that enhance Partnerships across the area
  - Empower Resourcing CS nations to assist emerging CS nations
  - Surf Church network
  - ISA and other surfing bodies
  - Local church and other christian agencies

- Corporate and other area specific partnerships

### 3. **Area Colaborator and Team Formation.**

To formulate collaboration and representative working teams across geography and strategy, aligned around our purpose and strategic ideas and to formalize them into healthy functioning working Clusters.

- To have a clear view of affiliation, the pathways to it and appreciation of varying levels of engagement.
- To have strong relationships with key resourcing affiliated nations and engage them in teams
- Identification, empowerment, deployment and management of Regional Coordinators and Service reps
- Coaching, equipping and empowerment of leaders throughout the developmental pipeline from missions to full affiliate CS ministries. Restoration of underachieving affiliates
- Integration of Service reps such as Groundswell Aid & Chaplaincy
- To ensure that RC and Service reps are equipped and empowered to offer appropriate visitation and support along both the deep and wide KPI'S

### 4. **Area Resource Steward.**

To develop funding strategies that will provide for the financial needs of the area and to work broadly with a global perspective to ensure that we all win across all areas.

- Formulate Area and regional specific budget with a finance team.
- Build in fundraising strategies to attain the necessary funding to execute the budget
- To work with finance team to ensure proper financial management across the Area specifically and the Global mission generally.

## **Area Director Core Competencies**

**Godly Character:** we don't want this assumed. The CS Area Director (AD) is firstly to be a person committed to a consistent walk with Jesus Christ demonstrating habits of prayer, bible reading, fellowship and mission. They will steward their family well (whatever level of family they belong to) and have a good reputation with outsiders.

**Strategic Perspective:** The AD should have a clear view of the future of the movement. They should display the ability to anticipate and implement strategies that foster overall mission alignment across the movement and they should be able to translate these into meaningful goals and objectives in the organization. They see opportunities others often miss. They should build to empower the next generation of movement leaders.

**Cultural Awareness.** The AD has a deep understanding of their areas constituents, their needs, concerns, problems and cultural context. They view themselves as partners and empower their diverse constituents to accomplish their goals and objectives. Trust is their most important resource and they know how to grow this in various cultures. The AD's constituents can wholeheartedly trust the AD to serve encourage and empower them around the mission and vision of CS.

**Team Builder :** The AD knows how to build highly engaged, committed and empowered teams that partner with the national affiliates. They create a deep sense of camaraderie within their team that leverages the skills and commitment to accomplish goals and objectives. Their teams are highly desirable places to work within the movement.

**Initiator:** Willingness to initiate & take appropriate risks. The AD is willing to take calculated risks and to capitalize on unrealized potential. They also recognize others in their organization for taking appropriate risks.

**Experienced.** The AD will have a deep understanding of both surf culture and christian mission leadership. Ideally they will have gained this within CS but can also acquire this in other organisations. They ideally will have a second language and lived and ministered cross culturally. They will have a proven track record.

**Foresight:** into trends and ability to connect the dots. The AD is able to identify issues that others pass by or ignore. They have foresight regarding trends, changes and cultural shifts and are able to plan accordingly in

their area.

**Highly Competent:** Deep Knowledge and Expertise. The AD understands the complexity and nuances of how to leverage technology in an ever globalizing world. The AD is knowledgeable and experienced and understands all aspects of the mission that they help run.

### **Conclusion**

The Area Director has a critical role that empowers the development of the mission of Christian Surfers across one of three global Areas. They also shape the overall global mission of CSI. Because of the responsibility and scope associated with the role, it is a full time dedicated staff position of CSI. As such, appropriate salary targets will be set and suitable fundraising opportunity given. Fundraising for the position will be done by the individual with global support to see the position well sustained. The applicant will be resourceful, energetic, relatable, faithful and have a regular barrel quota to fill! Come join the CSI team and transform the surfing world for Jesus.

**AD role within mission leadership matrix**

	<b>International Director</b>	<b>Strategic Director</b>	<b>Area Director</b>	<b>Regional Coordinator</b>
<b>Purpose</b>	Cast Vision, Mobilise and align global movement around purpose, values and strategy	Empower the movement through a specialist service	Strategic development of mission within area and alignment at global level within the team	Support, coach and empower leadership within a smaller cultural and geographic region
<b>Objectives</b>	<p>Strategic alignment</p> <p>Mission performance</p> <p>Mission development</p> <p>Mission health and integrity</p> <p>Partnerships</p> <p>Visionary</p> <p>Strategist</p> <p>Team Builder</p> <p>Resource Steward</p>	<p>Develop a global resource</p> <p>Secure ownership by affiliates</p> <p>Create global systems that empower local application</p> <p>Develop service champions</p> <p>Deliver service via partnerships.</p> <p>Ensure representation to global and area teams</p>	<p><b>Visionary</b> that ensures alignment of national and international vision to go 1) 'wide' seeing missions established in each surfing nation in the area</p> <p>2) Deep. Enable national movements to reach all kinds of surfers and become resourcing nations in the area</p> <p><b>Strategist</b> for going wide and deep via our five key strategic priorities of connecting, discipling, training, serving, partnering</p> <p><b>Team Formation.</b> Create affiliation pathways and recommend all affiliations to the ID and board. Mobilising regional and service workers Creation of working team clusters Develop systems of support and accountability Key geographic representative on the GLT.</p> <p><b>Resource Steward</b> Gather a clear picture of the resourcing needs and supply in the area</p>	<p>Wide. Establish at least one sustainable mission in each regional nation and network these.</p> <p>Deep. Support at least one national movement that can be both a model and resource to the region.</p> <p>Integrity. Follow through with systems of support and accountability and make affiliation recommendations to the AD.</p> <p>Represent the region on the Area team. Implement partnerships to meet the needs of the region</p>

			Facilitate and manage suitable fundraising Empower high level partnerships with resourcing CS nations and other bodies to help meet needs.	
<b>Success indicators</b>	<p>People leadership</p> <p>Gospel impact</p> <p>Depth and breadth</p> <p>Mission engagement across the movement</p> <p>Respected on an international level by christian and secular organisations.</p> <p>Global Governance</p> <p>Global Finance and risk</p>	<p>Ease of access by a global community</p> <p>On ramps for CS mission</p> <p>Global team from key national representation</p> <p>Service impact recognised and respected within and outside of CS</p> <p>National ownership of the strategy</p> <p>Finances raised and risk managed</p>	<p>Global Team alignment</p> <p>Unreached nations see new national believers in discipleship groups.</p> <p>Growth in Depth and Breadth</p> <p>Respected by surfing and Christian bodies.</p> <p>Governance systems ensure no one feels alone and all feel safe.</p> <p>Key leaders engaged in consultation, partnerships and strategies.</p> <p>Finances raised and managed well.</p> <p>Current National leaders feel the changes have improved communications and increased available time for encouragement and communication.</p>	<p>Support sought after and appreciated by national mission leaders</p> <p>Nation's moving towards becoming a national movement.</p> <p>Increasing number of new nations contacted and receptive</p> <p>Regional engagement by national affiliates and others with global mission and global services</p> <p>Respected by national CS leadership and other surfing bodies</p> <p>Suitable governance in place with RC included appropriately.</p> <p>Finances raised and managed</p>

<b>Responsibilities</b>	<p>Establish and lead International leadership team          Develop and deliver global strategy          Enhance and protect brand          Build high levels of trust across movement          Budget creation and mgt          Fundraising to ensure sustainability          Partnerships and stakeholder relations          Report to board and council</p>	<p>Recruit and develop a team of specialists from the nations          Represent the strategy as a member/ champion to the GLT          Partner with the national bodies to ensure best practice          Fundraise to empower the strategy</p>	<p>Establish, lead and join relevant teams          Develop Area Strategy (wider/deeper)          Area communications and collaboration          Mission affiliation          CS Ambassador to partners, supporters, churches, industry and others          Participation in GLT with representation to and from area.          Budget creation, fundraising and management</p>	<p>Participation in an area team.          Enabling the flow of ideas and communication from both the region up and from the international down.          Visitation, pastoral support, advising          Engage appropriately as csi rep in local governance          Manage regional interaction with area finances.</p>
<b>Authority</b>	<p>Develop global strategy          Appoint global leadership in consultation with board          Finance, legal and people decisions within board delegation / CSI constitution</p>	<p>To represent the strategy to the ILT and council.          Manage budget</p>	<p>Empower area strategy and operating plan in alignment with Global vision, mission, values and priorities.          Appoint Regional Coordinators and Area Teams in consultation with missions and ID          Area Finances, legal issues and international personnel decisions          Recommend affiliation to csi board</p>	<p>Represent the AD in the region          Apply area budget to the region          Appoint teams in consultative process</p>
<b>Accountability</b>	<p>To CS International Council for strategy development          To CSI board for delivery</p>	<p>To International Director - and ADs/NDs with work in different areas/nations</p>	<p>To International Director          To board for mission licence ("affiliation") renewal</p>	<p>To Area Director</p>

<b>Competencies</b>	Strategic vision and persuasion People leadership, cross-cultural Operational leadership Team developer Cultural development and protection Stakeholder relationships	Specialist skills Networking within and outside of CS Systems development Resourceful	Godly character Strategic Perspective Cultural Awareness Team Builder initiator Experienced Foresight Highly competent	Strong regional cultural identification Good management skills Ability to interpret and apply global strategy to a local setting Raise volunteer or part time costs.
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