

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.