



CHRISTIAN SURFERS.

Christian Surfers USA

National Director Job Description

General Attributes

Our National Director will embody our shared:

Mission

We share the good news of Jesus with surfers, following Him together in community and empowering others to do the same.

Vision

That every surfer and every surfing community would have the opportunity to know and follow Jesus.

Values

- **Gospel-centered.** (Faith-focused, Bible is our authority, Jesus, discipleship, prayer – Matthew 28:18-20)
- **People of integrity.** (Godly character, accountable, authentic – Titus 2:11-12, James 4:17)
- **Inclusive.** (Celebrate diversity, community, relational, partnering, international, open-source – Galatians 3:28)
- **Servant-hearted.** (Humility, sacrifice, trust, empowering of others – Matthew 20:26-27)
- **Surfers.** (Adventurous, risk-taking, innovative, have-a-go – John 10:10)

Strategies

- **Connecting.** Choosing to create opportunities and platforms that will help initiate relationships. e.g. our personal surfing, media, movie nights, camps, outreach contests, etc.
- **Discipling.** Choosing to create opportunities and platforms that introduce and grow surfers in their life-long relationship with Jesus. e.g. local missions, Bible studies, camps, national movements, prayer, etc.
- **Serving.** Choosing to create opportunities and platforms that enable us to meet the needs of our wider surfing community. e.g. chaplaincy, events, logistical support, emergency response, community development, etc.
- **Equipping.** Choosing to create opportunities and platforms that empower our people to advance our mission. e.g. training, mentoring, resources, leadership development, spiritual disciplines, etc.
- **Partnering.** Choosing to develop relationships of trust where sharing and joining with others helps us to achieve our vision. e.g. local churches, mission agencies, surf industry, secular surfing organizations, surf media, alumni, Aleph, Groundswell, etc.

Specific Attributes

Our National Director will further possess:

Robust Character

- **Above Reproach.** Our ND will have shown themselves worthy of bearing a good reputation, and yet will not be prone to (or timid about opposing) legalism in any form, or from any source. Being able to lead by example demands they are first an example to CS crew, and to outsiders – both personally and professionally. Their passion for God will be evidenced by ethics that align with an authentic spirituality.
- **Servant-Hearted.** Their influence is through spiritual, not positional, authority. It is clear they have nothing to prove – quietly confident in their adoption as a beloved child of God, they do nothing for show. They won't feel threatened when they aren't the smartest or most experienced person in the room, but are stoked to surround themselves with others who exceed them. This will be evidenced by a capacity to: promote others over self, take responsibility for failure (and never for success), lead-without-power, and influence others by inspiration rather than by expectation.
- **Faithful.** They will not be driven to achieve, but have a humble diligence that comes through a deep intimacy with God through prayer, and a heart to serve others. They will be faithful in word and in deed – completing whatever they committed to, regardless of whether it's seen or brings notoriety.

Core Competencies

- **Leader.** Chief amongst the competencies required to serve this role well is a leadership gift. This will be shown in aptitude for each of *direct*, *indirect*, and *strategic* leadership. Foremost here will be a capacity to build a thriving team, and then to serve the movement *through* them – creating healthy systems, and by empowering others with responsibility, not just delegation of tasks. They will be able to gather people around a cause and empower them to find their place.
- **Executive.** Though the organization of CSUS is only a means to the ends of the movement of CS (and the Kingdom of which it is a part), the ND will possess proficient organizational skills to perform the executive functions of running CSUS well (organizationally, legally, and financially), to maximize Kingdom impact of the surf culture, and the surf industry. This will be done by A) managing the team (including staff, board, members), B) honing vision, strategy and goals, C) initiating tactics and achieving objectives, and D) networking and fundraising.
- **Innovator.** The above gift also includes elements of pioneering / apostolic giftedness. They will promote a movement dynamic as a missional entrepreneur. By being cautiously optimistic, thoughtfully courageous, and wisely prophetic the ND will be willing to flex and adapt for the sake of Kingdom growth.
- **Shepherd.** They will be strong and humble in equal measure. They play well with others yet are still able to stand firm. No task is beneath them, they are willing to get in the trenches, and take a long-term view of the culture of service this creates. They encourage relentlessly, and lead relationally through a high EQ, with others following them because of personal respect and friendship.
- **Collaborator.** Across the different spheres of geography, organizations, denominations, personalities, and the like the ND will help bring about God's vision for unity. By being approachable, thoughtful and authentic, they will be able to defuse the enemy's schemes that would cause division; and bring people together to commit to a cause greater than themselves. They will also be able to laugh at themselves and will be totally unimpressed by their own awesomeness.

Broad Experience

- **Leadership.** Whilst there is room for professional development in the role, the ND will come to the position with a substantive leadership well from which to draw. Excellent leadership comes from excellent self-leadership, and excellent followership – so both these will also be taken into account.
- **Christian Surfers.** They will be a surfer used to reaching surfers. With the unique nature of CS, it will be rated highly if applicants have planted or led a local chapter. Likewise for regional and/or international experience.
- **Fundraising.** The nature of the position requires a dedication to seeking God for the provision of funds – for both personal support and organizational support. The ideal candidate has experience working with major donors.
- **Managerial.** Coaching, mentoring and organizing people is key given the highly relational nature of the role. Further, a good grasp of organizational operations and pro-active management will be essential.

Defined Calling

We would urge anybody seeking to serve CS in this way to wait upon God for a calling. If they are not assured that the Lord is beckoning them into it, the hardships of the role will eventually overwhelm them. They must run this race only if it is marked out for them.

Position

The ND shepherds the movement, stewards national vision, and empowers the National Team, Regional Coordinators, and local Chapter Leaders. The three emphases of the role are:

1) Leadership Development, 2) Chapter Development, 3) Organizational Development.

The ND will head the National Team, which is also comprised of the National Operations Manager and (we pray, over time) a National Manager. The National Team is answerable to the members of CSUS through a healthy, representative, involved National Board.

The Regional Coordinators, staff and local chapter leaders are served by and are answerable to the National Team. The Board supports the vision of the National Team, and holds them to account on living that vision out. Further support and collaboration comes from CS International, and also the ND's local church – with whom there will be a clear understanding of, and commissioning and support for, their role.

The ND role is full-time, with salary raised primarily by the ND, as set by the Board. Likewise, the national budget will be set by the National Team and reviewed by the Board. The National Team, the Board, the RCs and the members (in descending order) jointly carry the responsibility to pray, work towards, and see God raise operational expenses and human resources for the national movement to thrive.

Called

Send the following to ndsearch@christiansurfers.com

- Cover letter (2 pages or less, speaking to the 'Specific Attributes' above.)
- Resume (2 pages or less, including contacts details for 3 referees.)
- Your vision for CSUS, and the ND role (1 page or less.)