



Association for Christian Conferences, Teaching, and Service

Deputy Director Candidate Information Pack



From the Executive Director

Dear Applicant,

We here at the Association of Christian Conferences, Teaching, and Service (ACCTS) are deeply encouraged that you have shown an interest in applying for the coming vacancy of our staff position as Deputy Director. We are honored that you are considering joining us in this vital work of serving the international military community for the glory of God.

ACCTS is a mature ministry with a reach across the entirety of the global Christian military community. We stand on a solid foundation of dedicated people, partner-provided resources, and well-established ministry in over 100 nations worldwide in answering the call God has put on us collectively as laborers in His Kingdom. Our team is united in purpose, gifted in their unique callings, and energized by the shared vision to see the gospel advanced in the military services of the nations (Matthew 28:18-20; Mark 16:15). By God's grace, we are well-positioned to expand our reach and deepen our effectiveness in the years to come. As we look to the future, we are excited about the opportunities ahead. Our vision is bold, rooted in faith, and guided by a commitment to excellence.

We live out the day-to-day practice of our ministry through our four important core values: biblically-based, Spirit-led, prayer-centered, and people-focused. We are a staff and people who do more than talk about these core values - we live them out. As deputy director, you would play a significant role in shaping and advancing our vision, which is that *"everyone who wears the uniform of their country would hear the gospel and have an opportunity to be disciplined to spiritual maturity by someone wearing their same uniform."* You would work closely with me, as the director, and an exceptional staff team to lead that team with creativity, wisdom, steadfast endurance, expectancy, and an optimistic servant's heart.

We understand the importance of discerning God's will and hearing His call in any ministry role. We hope you will find what you need in this packet and our website, www.accts.org. If so, we would be delighted to receive your resume as described in the "application process" part of the attached information packet below. If you have any questions or need additional information before submitting your application, I encourage you to reach out to our selection committee at accts@accts.org. A selection team member will get back with you or, if you desire, put you in touch with me directly.

We are praying for you as you consider this opportunity, and we look forward to seeing how God leads in this process.

In Christ,

A handwritten signature in black ink that reads "Terry S. Wichert".

Terry S. Wichert
Executive Director, ACCTS



Deputy Director Position Opening

Announcement: The Association for Christian Conferences, Teaching, and Service (ACCTS) is accepting applications for the position of Deputy Director. See below for additional details and how to apply.

Position Overview: The deputy director works alongside and in collaboration with the ACCTS executive director and the ACCTS staff to provide strategic leadership and operational management of ACCTS' global ministry and mission. The deputy, along with the executive director, has oversight responsibility for the ACCTS staff. The deputy director reports to the executive director.

Key Responsibilities: Partner with executive director to coordinate and supervise daily operations. Help shape and implement organizational strategy and future growth initiatives. Manage ministry staff working remotely in the US or internationally. Represent ACCTS in national and international contexts. Travel internationally as needed. Oversee financial management and fund development, including budget preparation, expense monitoring, and fundraising initiatives. Help build and maintain cooperative partnerships and programs with other military ministry organizations. Support executive director in problem-solving. Participate in and often lead meetings with staff and international contacts. Stand in as the executive director in the absence of the assigned executive director. Additional duties as assigned by the executive director.

Required Qualifications: Strong Christian faith and alignment with ACCTS' mission. Ability to work with diverse organizations, languages, and cultures. Strong leadership and organizational management skills. Financial management experience. Excellent communication and interpersonal skills. Agreement with the Nicene Creed, which is ACCTS' statement of faith.

Additional Desired Qualifications: Former active duty or significant reserve military service; international military ministry experience; non-profit management background.

Work Location/Hours: Full-time position remotely or in home office (currently located in Denver, Colorado). Relocation possible but not required.

Compensation: Salary to be negotiated during hire.

Start Date: Flexible date, starting on or around April 1, 2025.



Position Description: ACCTS Deputy Director

The principal duty of the deputy director involves providing direct support and counsel to the executive director and acting in his/her place during travel and absence, as well as managing a ministry staff of 54, who are both U.S. and foreign nationals, as they go about the day to day ministry of ACCTS in over 120 countries worldwide. Additional responsibilities and duties briefly outlined below.

Executive Leadership: Provide ongoing executive level leadership and oversight for the totality of ACCTS ministries, to include but not limited to core leadership training, evangelism, and discipleship efforts; outdoor adventure and discipleship programs aimed at young, international military personnel; international chaplain training core ethics training for military Christians; combat trauma healing; and all other training and services.

Oversee and advise on all aspects of organizational financial health, personnel matters, communications both internal and external, use of social media, fundraising, and other duties as assigned by the executive director. Help build and maintain cooperative partnerships and assistance programs with other military ministry organizations around the world, in support of the worldwide Association of Military Christian Fellowships (AMCF).

Support executive director in problem-solving efforts; participate in and often lead primary prayer efforts aimed at greater strategic impact among the military services of the world. Represent ACCTS/executive director in the Association of Military Christian Fellowship (AMCF) leadership discussions and decision making in the absence of the executive director.

Fundraising: Participate in and, in many cases, lead the fundraising efforts for ACCTS' general fund. Initiate fundraising efforts in support of specific programs' development/maintenance as needed.

Human Relations: Responsible for providing day to day direction and oversight of a small headquarters staff who are in turn responsible for the majority of organizational administrative support such as web and IT services, conference and event planning, financial administration and accountability, expense reporting, newsletters and other outward facing communication, relationship support to donors and other supporters. Provide when asked direct support to the administrative needs of the ACCTS field staff and board of directors, administrative support to the AMCF, development and enforcement of ACCTS policies and procedures, and other duties and services as needed.

Position Requirements:

Willingness to become familiar with and, ultimately, an expert on ministry to and within the international military community.

Sign ACCTS' Statement of Faith and subscribe to the Fellowship of Christian Military Ministries covenant, which states:

Comply with ACCTS policies and procedures

Be a born-again Christian and active, devoted follower of Jesus Christ

Skills/Experience Needed:

Previous military service of job applicant highly desired

5 years or more of previous ministry experience likewise desired

Love for and desire to work with a diversity of cultures, languages, and peoples from around the world

Salary: Position is salaried. Salary is negotiated during hire and is commensurate with skill and experience of applicant.



About ACCTS: ACCTS is a U.S.-based interdenominational Christian faith-based 501 (c)3 non-profit organization. Visit www.accts.org to learn more. To view and download ACCTS newsletters, visit <https://accts.org/newsletters.html>.

ACCTS' Purpose: To glorify God by assisting in the development of Christian leaders in the armed forces of the world; assisting in the establishment and growth of military Christian fellowships (MCFs) in the armed forces of the world; and participating, in a spirit of cooperation, with other organizations seeking to minister to the armed forces of the world.

ACCTS' Mission: To assist in the development of Christian leaders in the military forces of the world and in the establishment and growth of military Christian fellowships in nations around the world. Visit www.accts.org to learn more.

ACCTS' Vision: That everyone wearing the uniform of their country will hear the Gospel and see it lived out by someone in their own nation's uniform.

ACCTS' Core Values: Biblically based, Spirit led, prayer centered, people focused.

Statement of Faith: Staff and members of the board of directors shall subscribe to the ACCTS Statement of Faith. The Statement of Faith is best summarized as "All one in Christ Jesus" (Galatians 3:28). It is further defined in the traditional wording of the Nicene Creed as written below:

I believe in one God, the Father Almighty, Maker of heaven and earth, and of all things visible and invisible. And in one Lord Jesus Christ, the only-begotten Son of God, begotten of the Father before all worlds; God of God, Light of Light, very God of very God; begotten, not made, being of one substance with the Father, by whom all things were made. Who, for us men for our salvation, came down from heaven, and was incarnate by the Holy Spirit of the virgin Mary, and was made man; and was crucified also for us under Pontius Pilate; He suffered and was buried; and the third day He rose again, according to the Scriptures; and ascended into heaven, and sits on the right hand of the Father; and He shall come again, with glory, to judge the quick and the dead; whose kingdom shall have no end. And I believe in the Holy Ghost, the Lord and Giver of Life; who proceeds from the Father and the Son; who with the Father and the Son together is worshipped and glorified; who spoke by the prophets. And I believe in one holy catholic and apostolic Church. I acknowledge one baptism for the remission of sins; and I look for the resurrection of the dead, and the life of the world to come. Amen.

ACCTS' APPROACH TO MINISTRY

- Based on long-term relationships first, then programs.
- Reliant upon the Pray and Plan technique to discern where God is working, when to begin moving in that direction, and how to obey the plans He has for us.
- Focused on indigenous military Christian leaders who can share the gospel within their services and provide Christian outreach to their nations.
- Discipling alongside local fellowship leaders to provide leadership training rather than doing it for military Christian fellowships.
- Encouraging socially and culturally relevant military Christian fellowships for each country rather than imposing US models.
- Strongly evangelical, non-denominational, multi-generational, and bound together by our AMCF theme verse found in Galatians 3:28 *"There is neither Jew nor Greek, there is neither slave nor free, there is no male and female, for you are all one in Christ Jesus."*

MINISTRY GOALS

- To come alongside and disciple to spiritual maturity military Christian leaders within the armed forces of the world and military personnel who love the Lord while helping them build resilient military community.
- Taking and sharing the gospel with the military services in all nations by living lives of professional Christian excellence, exhibiting strong personal testimonies through our conduct, and as the Holy Spirit opens doors of opportunity sharing the gospel directly with those who have not made a confession of faith themselves.
- To have military Christian fellowships (MCFs) in every country that are:
 - **Indigenously led** by those within the country's military
 - **Layperson-led** by military Christians, not professional clergy, to reach other military personnel for Christ
 - **Self-governing** - independent of the need for outside leadership and guidance
 - **Self-supporting** - not dependent on outside funding or support; able to continue without help from any principal supporting organizations.
 - **Growing** in spiritual depth, size, number of MCFs
 - **Interconnected** with MCFs in other nations, having global vision for the Gospel and demonstrating care and concern for neighboring countries' MCFs.



Application Process

Please email your resume to accts@accts.org with a cover letter explaining why you are applying, why you feel you are a good fit for the role, and when you are available to start if selected.