

LAKES & PLAINS REGIONAL DIRECTOR POSITION PROFILE

OVERVIEW

By God's grace, though a relatively young region formed under a decade ago, Lakes & Plains (L&P) region has a strong tradition of fruitful ministry on campuses across the Upper Midwest! As it enters a new season, the region will need to continue to build on this legacy of strength to reach increasingly diverse populations on "[every corner of every campus](#)" of North Dakota, South Dakota, Minnesota, Wisconsin, and the Upper Peninsula of Michigan!

OPPORTUNITIES

- **Growing Focused Ministry** :: The L&P Region is seeing growing momentum in reaching new "corners" of campus—particularly among athletes, Hmong students, Black students, and international students— and there is a desire to expand ministry to (and with) these communities.
- **Accelerating Planting Ministry** :: Whether major metropolitan areas like Minneapolis/St. Paul, entire states like North and South Dakota, or the vast array of two-year technical/community colleges, the opportunities to creatively plant new ministry abounds across the L&P region.
- **Leveraging Legacy** :: L&P enjoys a rich tradition that includes many large chapters that have been hubs for fruitful ministry, a team of experienced staff, and extensive connections with ministry partners – the sum of which creates a strong foundation that can be leveraged for future ministry.
- **Engaging Alumni** :: Because of its fruitful history, the region enjoys a vast, but largely untapped, network of alumni who experienced transformation through InterVarsity's ministry and who we believe are eager to both support the work financially and participate in the work through actively volunteering on campus.
- **Releasing Leaders** :: Though the region has been going through a season of transition, there remains a strong core of senior leadership in L&P— including both line supervisors and specialists/coordinators. This group is experienced, gifted, and eager to be empowered.

CHALLENGES

- **Helping Diverse Populations Flourish** :: In order to fulfill an "every corner" vision in a largely rural geography, the region must invest in creating an environment where leaders from a variety of diverse backgrounds – particularly women & people of color – can thrive in the region.
- **Aligning Systems for Growth** :: As a region with significant tradition, a large staff team, and extensive geography, attention needs to be paid to reimagining structures like the Regional Leadership Team, student conferences, staff recruitment & developmental pathway, & volunteer engagement.
- **Resourcing the Mission** :: Closely linked with helping diverse populations flourish is the need to develop the resources needed (including financial support, relational advocacy, and volunteer partnership) to sustain and develop the work on a growing number of campuses, many of which are located in rural areas.
- **Managing Manifold Change** :: After a season of relative continuity, the region is experiencing more significant change in personnel transitions, generational changes on campus, and national restructuring/realignment that are increasing experiences of uncertainty for staff.

KEY LEADERSHIP TRAITS

In light of these opportunities and challenges, regional staff have identified the following key leadership characteristics that will be needed in the next season of regional leadership.

- Leadership marked by integrated spiritual authority and dependence on God
- Acumen in strategically designing and aligning structures with vision for sustainable growth
- Ability to manage and lead multiple levels of organizational and cultural change effectively
- Experience cultivating environments where diverse leaders can flourish
- Embodied love & affection for the diverse peoples and lands of the Upper Midwest that builds trust
- Expertise in empowering and equipping collaborative teams of leaders