

**SAN FERNANDO VALLEY**

**RESCUE MISSION**

An Outreach Ministry of



*Changing Lives For Good*

**SAN FERNANDO VALLEY RESCUE MISSION  
DIRECTOR  
OPPORTUNITY PROFILE**

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## **SAN FERNANDO VALLEY RESCUE MISSION**

The **SFVRM** [www.sfvrescuemission.org](http://www.sfvrescuemission.org) is seeking a Director to help lead this vibrant, life-changing organization as the ministries grows to new levels of effectiveness and community impact. Since 1998, the SFVRM has served the poor and homeless, offering hope to literally thousands of hurting people. It has the longest standing and only year-round shelter for families in the San Fernando Valley.

## **THE RESCUE MISSION ALLIANCE ORGANIZATION**

**The Rescue Mission Alliance (RMA)** [www.erescuemission.org](http://www.erescuemission.org) is the umbrella organization for four distinct rescue missions including the San Fernando Valley Rescue Mission (SFVRM). RMA is a Christian non-profit organization with headquarters in Ventura County, California, and has been ministering to the needs of the less fortunate through emergency and long-term rehabilitation services since 1972.

RMA is Christ-centered (see Statement of Faith) and recognizes the need to join forces with local churches to provide spiritual nurturing and discipleship, contributing to hope and change in the lives of the people served. Many of the program participants and transient guests find churches to attend through outreach activities.

## **PROGRAMS:**

### **Family Emergency Shelter**

The Mission currently operates a 90-bed family shelter, providing hope, shelter and safe, supportive housing to hundreds of families who are homeless. The facility includes private family bedrooms, a commercial kitchen, common dining room and living spaces, meeting rooms, computer education center, and playground – all geared toward helping families achieve a brighter future. In addition, it offers counseling and case management to help guests with their life choices and in finding employment and stable housing.



### **Men's Life Recovery Program**

The mission recently received three buildings in East Hollywood in a merger with another like-ministry, where a new 22 bed men's Life Recovery Program will be started later in 2018. The residential program will be approximately 10 months in length, followed with the option of transitional housing.

### **Rescue SOS**

The Mission partners with local churches to operate a daily outreach program throughout the San Fernando Valley. Rescue SOS (Survival Outreach Services) provides showers, clothes, a mid-

day meal, and counseling to the homeless and hungry. The leader of this ministry serves as the “Homeless Navigator” case managing those served to get off the streets and back on their feet.

## ORGANIZATIONAL CULTURE

There is a strong feeling of gratitude, anticipation, and excitement throughout the team at the SFVRM, based on how they have witnessed God’s work in their midst. The staff agrees that this is an invigorating and inspiring place to work, describing a culture filled with passion, potential, and professionalism. They are highly motivated and committed to mission, purpose and to carrying out their ministries with excellence. Staff members are encouraged to dream big and to reach higher, yet uphold processes and procedures that foster safety and accountability. While they work hard, there is an emphasis on maintaining a strong family life and achieving balance.



The right personality fit will be a key determinant of whether someone is a candidate for the Director role. There is a unique culture among RMA and SFVRM staff and protecting this is crucial to carrying out the vision God has given.

The environment is engaging and positive. Great care is taken to assure that team members treat each other with respect, and foster a healthy relational climate. As a result, the group values collaboration and transparency.

The current staff is looking forward to the new Director coming on board. There is a shared expectation that this person will help the staff to work effectively and accomplish more. They desire a leader who values and supports their exceptional culture of caring empowerment. They want this person to be a resource for mentoring and development. There is also a desire that the Director will value the creativity and results orientation of the staff in the ways they address the complexities of homelessness as a devastating social problem.

There is an exceptional opportunity for someone who shares a passion for SVFRM’s purpose to offer life transformation through faith in Jesus Christ. Shaping an environment that fully supports this central purpose is essential.



SFVRM has a unique mission in the Valley, and the Director will be key difference maker in the Los Angeles area. SFVRM is frequently recognized by the City Council, and was also a featured mission at the recent national conference for the Association of Gospel Rescue Missions (AGRM).

## WHAT OTHERS SAY ABOUT WORKING AT SFVRM

“...we have top programming in place; this is not a turnaround—we need someone who is going to build on an already great program...”

“...the culture is fun, no drama, and great collaboration—our focus is on effectiveness because lives are at stake...”

“...we have Friday staff meetings; while they are fun and bonding, there is always a sense of urgency to carry out the mission with excellence...”

“...our culture is about grace to staff and guests; we show Christian love before we talk about Jesus—we are a home and family first, faith will come organically...”

“...we have momentum in all areas of government and social services; we are looked at as the San Fernando Valley expert on homelessness...”

“...I never knew it was possible to have a work culture this healthy...”

“...passion is what runs us...”

## REGIONAL VICE PRESIDENT OF MINISTRIES: ALAN CLOTHER

Alan Clother was born and raised in Tacoma, Washington. Alan graduated with degrees in Engineering Science and Mechanical Engineering. He had a successful career in mechanical engineering and executive management in Portland while also playing a leadership role in a local church that is now one of the larger churches in the area. Alan has a unique giftedness in strategic and analytic thought, while also being artistic and relational.

Alan left his position as President of a Portland engineering firm in 2004 and joined his church's staff as Executive Pastor, where he had served on the Elder Board the previous 14 years. In 2010, Alan responded to a calling to serve the hungry, hurting, and homeless, and joined the Rescue Mission Alliance team in early 2011 as the Regional Vice President of Ministries.

## THE POSITION

### Introduction

The Director will report to Alan Clother (currently serving a dual role as the Interim Director of the San Fernando Valley Mission) and be peers with, Will Hernandez (Valley Food Bank Director), Jon Bronkowski (Central Coast Rescue Mission Director), and Bill Edwards (Victor Valley Rescue Mission Director). Direct reports will include the Assistant Director, Donor Care Specialist, Community Relations Coordinator, Volunteer Coordinator, with a budget responsibility of \$1.5 million. The total budget of the umbrella RMA organization is \$17 million.



In conjunction with the President/CEO and Regional Vice President of Ministries, the SFVRM Director will be responsible for the strategic/visionary leadership of the SFVRM as a whole and will serve as the operational bridge between the strategy, vision and goals development and the execution of the vision and goals by each ministry or functional leader within RMA.



The Director will have the operational responsibility and authority to realize the mission and values of RMA. This is a ministry that desires to be innovative and relevant, which means being entrepreneurial, yet having effective systems, policies, and procedures to ensure the best results and the maximum use of resources.

The Director will collaborate with local churches, agencies, school districts, and government boards to affect an integrated program capable of meeting the felt needs within the community, and facilitate and model commitment to the ministry of fund-raising.

### Job Summary

The Director of the San Fernando Valley Rescue Mission is responsible to oversee the development and implementation of all services provided through this ministry location in response to the community needs and in alignment with RMA's mission, vision, and values. Compensation is commensurate with skills and experience, and includes benefits.

The Director will collaborate with local churches, agencies, school districts, and government boards to affect an integrated program capable of meeting the felt needs within the community, and facilitate and model commitment to the ministry of fund-raising.

### **Essential Duties & Responsibilities**

#### Ministry

- Establish strategic and tactical plans for the implementation of RMA's outreach into the local community as it relates to homeless men, women and children, to families in poverty, men and women with addiction problems, and abused women.
- Communicate vision and spiritual direction for the ministry to the staff, volunteers, clients, and donors.
- Coordinate staff alignment, working together toward common goals.
- Interact and network with community, church, agency and educational leaders to affect positive joint outcomes.

#### Community Support

- Develop and maintain community support through volunteerism, donor relations, and partnerships.
- Prioritize efforts for major donor development.
- Collaborate with the Development Department in strategy for encouraging donor partnerships at all levels.
- Develop and execute community, volunteer and major donor events.
- Build relationships with local government and community agencies.

Personnel

- Maintain a high-level of integrity, camaraderie, and professional relationships with staff.
- Conduct performance evaluations with staff to provide feedback on strengths and development needs.
- Involved in recruiting and selecting all staff positions in the ministry.



Budgeting/Finance

- Develop an annual ministry plan and budget, making adjustments as needed and monitoring throughout the year.
- Approve and manage expenses relative to budget.
- Manage all financial matters in accordance with RMA policies and financial standards.

**PERSONAL CHARACTERISTICS AND PROFESSIONAL QUALIFICATIONS**

- The most significant requirement for this position is a heart for the Lord and for his people. The successful candidate will have a deep and growing relationship with God, active involvement in a local church, and a commitment to maintaining healthy relationships and accountability.
- Demonstrates exceptional gifts of leadership, administration to inspires teamwork, passion, collegiality, and accountability.
- At least 5-8 years' experience as manager of medium to large organizations, with a successful record of accomplishment in either the corporate and/or nonprofit arena.



- Does not need to be the top executive working with the Board, yet is comfortable being “the face of the local organization.” While the President/CEO and Regional Vice President of Ministries are visible throughout the greater organization.
- Adept in leading front-line relationship-oriented ministers toward the goal of effective ministry, by integrating caregiving with appropriate administration and standard operating procedures.
- Clear grasp of the bigger picture in order to guide the day-to-day activities toward the overall advancement of the mission. He must see systems and procedures as means rather than as ends and be able to respond to the needs of the people and the organizational culture, vision, and values.
- Effective communicator, both in speaking and writing and have a recognized ability to teach and instruct others in an engaging manner.
- Most likely, the person qualified for this role will have at least a four-year college degree. While a seminary degree is not required, training in theology would be beneficial, since this position will oversee the work of ministry and will have ministry responsibilities.

- Significant experience in fundraising, including working with a development team creating strategy for fundraising events and major donor cultivation.

## STATEMENT OF FAITH

We believe there is one God, eternally existing as Father, Son, and Holy Spirit.

We believe that the Lord Jesus Christ is deity, that He was born of a virgin, that we are redeemed by His atoning death through His shed blood, that He bodily resurrected and ascended into Heaven, and that he will come again in power and great glory.



We believe the Bible to be the inspired, infallible, ultimately authoritative Word of God.

We believe that people are saved through a direct, personal encounter with the risen Lord, at which time they are regenerated by the Holy Spirit. This event we hold to be an experience, rather than a doctrinal supposition.

We believe in the present ministry of the Holy Spirit, by whom Christ indwells each believer, enabling them to live a godly life of obedience as they reach for maturity.

We believe the Holy Spirit unites all true believers in the Lord Jesus Christ and that together they form one body, the church.

We believe the Apostles' Creed is a truthful statement of biblical faith.



If you know someone who has an interest and meets most of the experience and motivational requirements described in this profile, please feel free to suggest that person for consideration and/or forward this information. **Please request they forward their resume and cover letter to the contact below.** Suggested names will be treated discreetly, and candidates should be assured that their inquiries will be treated with the utmost confidentiality.

Our client is an equal opportunity employer and does not discriminate on the basis of race, age, color, sex, national origin, familial status, veteran status, or physical handicap. However, by the nature of this organization and its purposes, it does limit its hiring to people whose beliefs, theology and lifestyle are consistent with RMA's Statement of Faith.



We fully respect the need for confidentiality of information supplied by interested parties and assure them that their backgrounds and interests will not be discussed with anyone, including our client, without their prior consent, nor will reference contacts be made until mutual interest has been established.



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To explore this position, please contact:

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