



# FINANCE DIRECTOR OPPORTUNITY PROFILE

by



Consultants in Leadership Search

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## ABOUT REALITY LA

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Reality LA is a gospel-centered church in the heart of Los Angeles. The overarching vision of the church is to seek the spiritual, relational, and cultural renewal of our city through the gospel of Jesus Christ. The church gathers on Sundays in Hollywood to re-center our lives on Jesus through the preaching of the word, corporate worship, and prayer. Throughout the week, people follow Christ together in one of the sixty community groups spread throughout the city. The church also offers classes and trainings to develop followers of Jesus holistically (theology, emotional health, finances, parenting, etc). With a deep calling to the lost and the broken, Reality LA aims to share the gospel and show the mercy and justice of God. Monday through Friday, the church serves meals to the poor and homeless community in Hollywood (totaling 1,000 meals per week). Reality LA is deeply biblical and theological, while committed to contextualizing the message and mission of Christ in the heart of one of the world's most broken and influential cities. At the end of the day, however, the people of Reality LA are not about themselves, they care about the name of Jesus being exalted in the City of Angels.

## VISION

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**Seeking the renewal of our city through the gospel of Jesus Christ.** The Bible tells the story of God reconciling his people and renewing his creation through the life, death, and resurrection of Jesus, and Reality LA longs to see this grand vision realized in Los Angeles.

## MISSION

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**Making disciples of Jesus who love God, one another, and our city.** Within the broader vision of God renewing his creation, the church's mission is to make disciples of Jesus. As a redeemed community grounded in Scripture, Reality LA does everything for the purpose of loving God, one another, and our city.



## HISTORY

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*“Seek the welfare of the city where I have sent you into exile, and pray to the LORD on its behalf, for in its welfare you will find your welfare.”*

Jeremiah 29:7

The story of Reality LA is a story of God’s abundant grace and faithfulness. The church was planted in 2006, and [this brief documentary video](#) traces the Lord’s goodness to the church and its role in his purposes in Los Angeles over our first ten years as a church.

Reality LA is part of the Reality family of churches, a movement committed to relational church planting. The first Reality church, Reality Carpinteria, began in 2003. Since that time, they and the other Reality churches have planted churches in Los Angeles, Stockton, Ventura, San Francisco, Santa Barbara, Boston, London, and Honolulu.

The Reality family is a church planting movement, but the goal is to plant healthy churches, not many churches. Jesus is the one who builds the church (Matthew 16:18) and is the head of the church (Colossians 1:18). It’s all about him.

## SUNDAYS

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Every Sunday, Reality LA gathers from all walks of life and all parts of the city. We meet in the auditorium at [Helen Bernstein High School](#) and dress the same way we dress the rest of the week. In other words, this community of faith has a lot in common with our neighbors. And we love seeing new faces!

Gatherings are about two hours. Every week, we retell the story of Jesus to re-center our lives on what matters most. This includes worshiping God through song, hearing Scripture preached, and responding with prayer, communion, and more song. Coffee or tea is available in the courtyard, along with friendly volunteers to help new attenders find their way around and assist with any questions they may have.



## THE HOPE CENTER

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In 2018, Reality LA inherited the people, ministries, and buildings of Hope International Bible Fellowship. Founded in 1928, Hope has a rich history of pursuing the welfare of the city and we believe this is a monumental provision from the Lord toward putting down roots in our city and catalyzing the unique vision and mission God has given us in Los Angeles.

Those buildings are now called The Hope Center and continue to be home to a robust food ministry and a residential recovery program, as well as the church offices.

## PASTOR | ELDERS

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Sean Johnson is the Executive Pastor and the Worship Pastor for Reality LA. He is the representative of the elders that oversees the staff and is responsible for the execution of the church's vision. He has a history in the film music industry as a composer and has a deep passion to see creative minds flourish for the sake of God's kingdom. He and his wife Cate have 6 children, three of whom are adopted, and live in East LA. [Bio](#)

Jeremy Treat (PhD, Wheaton College) is Pastor for Preaching and Vision at Reality LA in Los Angeles, California and Adjunct Professor of Theology at Biola University. He is the author of *Seek First: How the Kingdom of God Changes Everything* and *The Crucified King: Atonement and Kingdom in Biblical and Systematic Theology*. He and his wife, Tiffany, have four daughters and live in Los Angeles. [Bio](#)

[A vision for the future - watch video](#)

[All Staff Bios](#)



## WHAT THE STAFF SAYS ABOUT RLA AND THE NEW FINANCE DIRECTOR

“... the opportunities for mission here to those who are hurting and broken has been beyond what we could ask or imagine...”

“... we endeavor to create a safe space to find God...”

“... a large segment of our congregation is cynical about organized church in general...”

“... we must have a high-functioning operations team to provide infrastructure and equip those being sent to do good works in the city...”

“... our staff is ‘overqualified on paper’ to serve in their capacities – it’s a calling thing...”

“... will need to love the city in spite of its ‘urban grind,’ overwhelmed by a heart of compassion...”

“... must not be penny-wise-pound-foolish...”

“... needs to be confident enough to speak up and push back when appropriate...”

“... needs to be a self-starter...”

“... will have to be a good combination of both managerial and pastoral traits...”

“... it will be crucial for the new Director to have an aptitude for engaging professionals with expertise in legal, real estate, and insurance fields...”

“... we are a church, not a business. However, we are called to be good stewards...”

“... we need someone who has the ability to focus on provision within the vision...”

“... will need the vocabulary to speak in a way that bridges ministry and financial language...”

“... I am not a CEO, I’m a pastor. I need someone who can help me with corporate and institutional leadership...”



## POSITION SUMMARY

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Reality LA is searching for a Finance Director who will report to the Executive Pastor and manage the stewardship of financial and real property resources, overseeing cash flow planning, preparing and reviewing budgets, plus tracking operational metrics. To be successful in this role, you must have in-depth knowledge of non-profit accounting, risk management methods, and the ability to create forecasting models. Ultimately, you will ensure the management of the church's resources in the most beneficial way and help maximize its funding. This includes overseeing the necessary controls for accounting and operations to protect the organization's assets, while at the same time providing a framework to achieve the vision and mission of the church.

## DUTIES AND RESPONSIBILITIES

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- Ensure the proper completion of the full cycle of bookkeeping and accounting duties, including asset management, deposits, disbursements, cash flow, payroll, depreciation, closing, and reconciliation.
- Interface with external auditors during annual reviews.
- Implement and enhance rigorous internal controls.
- Preparation of monthly/quarterly/annual financial documents to equip the Board of Trustees with pertinent information for decision-making.
- Develop and provide accountability for the annual budget.
- Accounts payable, accounts receivable, and vendor relations.
- Complete all quarterly and annual filings with local, state, and federal government agencies.



## DUTIES AND RESPONSIBILITIES

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- Reporting and maintenance of designated giving for benevolence, special projects, and campaigns.
- Manage Reality LA's savings, investments, real estate, and credit.
- Manage Finance Team Volunteers for Sunday tithing collections.
- Oversee expense management for church staff, including expense reports and receipts.
- Implement systems that support ongoing HR initiatives including a meaningful performance review system.
- Develop a robust system for tracking, reporting, and communicating financial benchmarks in building campaign and fundraising.
- Provide guidance and resources to RLA staff and congregation to minimize legal liability in a church based compassion ministry environment.
- Manage annual congregation giving statement administration.
- Other financial, corporate, insurance, or legal projects as assigned by the Executive Pastor.



## QUALIFICATIONS

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- Love for Jesus and his church.
- Agreement with the statement of faith, theology, and philosophy of Reality LA.
- Character and lifestyle of a deacon as described in Scripture.
- Love for ministry in an urban context and for the city of Los Angeles.
- Bachelors in Business Administration and/or Finance.
- 7+ years finance or executive experience strongly preferred.
- Strong accounting background. CPA preferred but not required.

## KNOWLEDGE AND SKILLS

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- Thorough understanding of the Bible and Christian doctrines, in alignment with RLA Statement of Faith and doctrinal statements.
- Leadership ability in a highly collaborative environment.
- Harmony between corporate mindset and vocation to glorify God.
- Deep understanding of financial statements and accounting principles.
- Experienced in the implementation of internal and external financial controls.
- Skilled in training and equipping related to stewardship and finances.



- Knowledgeable in church related laws and regulations for property and payroll taxes.
- Excellent written, verbal, and interpersonal communication skills.
- Balanced understanding of risk management that protects as well as fosters compassion ministry.
- Capacity and aptitude to learn and explore best practices and new information.
- Willingness to reach out to professionals with more experience and knowledge as needed.
- Good understanding of insurance to reduce or transfer risk related to legal liability or judgements.
- Thorough understanding of non-profit rules and regulations.
- Track record of standing firm on convictions in assigned areas of responsibility and knowledge.
- Knowledgeable in methods to allocate and preserve designated funds for benevolence and special projects.
- Wisdom in discerning the balance between cost, quality, and speed of delivery in all areas ranging from large projects to day-to-day operations.
- Entrepreneurial spirit in developing and improving systems and materials.
- Eagerness to serve with humility, generosity, and kindness.
- Strong grasp of ethics “above reproach” and the ability to integrate this into operations.
- Adaptability to growth and change.



## THE SEARCH PROCESS

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If you, or someone you know, have interest and meet most of the experience and motivational requirements described in this profile, please contact us, suggest that person for consideration, and/or forward this information.

### **Send resume to the contact below.**

Names will be treated discreetly and candidates should be assured that their inquiries will be treated with the utmost confidentiality.

Reality LA is an equal opportunity employer and does not discriminate on the basis of race, age, color, gender, national origin, familial status, veteran status, or physical handicap. However, by the nature of this organization and its purposes, it does limit its hiring of personnel to people whose beliefs, theology, and lifestyle are consistent with the Reality LA 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.

Ardent Search Company is a retained executive search firm devoted exclusively to serving our clients in matters of executive selection. We are a generalist firm that has served business and non-profits worldwide since 1979.

For further information on this position, please contact:

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## STATEMENT OF FAITH

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We believe the Bible to be the inspired, infallible, authoritative, and inerrant Word of God (2 Timothy 3:15-17; 2 Peter 1:21).

We believe there is one God, eternally existing in three persons: Father, Son, and Holy Spirit (Genesis 1:1; Deuteronomy 6:4; Matthew 28:19; John 10:30).

We believe in the deity of Christ (John 10:33), his virgin birth (Isaiah 7:14; Matthew 1:23; Luke 1:34-35), his sinless life (Hebrews 4:15, 7:26), his miracles (John 2:11), his vicarious and atoning death (1 Corinthians 15:3; Ephesians 1:7; Hebrews 2:9), his resurrection (John 11:25; 1 Corinthians 15:4), his ascension to the right hand of the Father (Mark 16:19), and his personal return to earth in power and glory (Acts 1:11; Revelation 19:11-16).

We believe in the absolute necessity of regeneration by the Holy Spirit for salvation because of the exceeding sinfulness of human nature, and that all are justified on the single ground of faith in the shed blood of Christ, and that only by God's grace through faith alone are we saved (John 3:16-19; John 5:24; Romans 3:23, 5:8-9; Ephesians 2:8-10; Titus 3:5).

We believe in the resurrection of both the saved and the lost; those who are saved unto the resurrection of life, and those who are not unto the resurrection of damnation (John 5:28-29).

We believe in the spiritual unity of the believers in our Lord Jesus Christ (Romans 8:9; 1 Corinthians 12:12-13; Galatians 3:26-28).

We believe in the present ministry of the Holy Spirit, who gifts us to accomplish Christ's purposes in the world and who manifests his presence to the world through Christ's church (Romans 8:13-14; Romans 12; 1 Corinthians 3:16, 6:19-20; 1 Corinthians 12; 1 Corinthians 14; Ephesians 4:30, 5:18).

We believe that we as Christians are examples of the love of God in this world. It is this (agape) love that we desire to possess and without which we have no right to call ourselves Christians (1 John 4:16-17).