



Los Angeles
Mission
The Crossroads of Hope

PRESIDENT / CEO
OPPORTUNITY PROFILE

Presented by





ABOUT THE LOS ANGELES MISSION

There are more people becoming homeless for the first time now than any time in Los Angeles' history. Los Angeles Mission is ground zero for this national issue and on the front lines of providing meals, hot showers, safe shelter and other life-giving support to people in need.

The Los Angeles Mission has served men, women and children in need for over 80 years. Their motto is hope begins with a meal...That's not just a slogan, but a reality in thousands of lives over decades of tireless service. Each person served is worthy of dignity and love. The Mission provides thousands of meals, hours of education, counseling sessions and coaching. [VIDEO](#)

MISSION STATEMENT

Los Angeles Mission exists to provide **help, hope and opportunity** to men, women and children in need.

CORE VALUES

1. We believe that all services provided to those in need should be done so in a Christian environment with love, offering hope, mercy and compassion. The resulting transformational community is evidenced in the lives of both "guests" and "alumni."
2. We believe that personal spiritual transformation occurs from strong Christian discipleship, equipping and training.
3. We believe that addictions can be overcome through prayer, medical treatment and deep, abiding, healthy relationships.
4. We believe that homelessness is a temporary condition that, when desired, can be overcome with personal healing, educational assistance, housing and employment.



VISION STATEMENT

Los Angeles Mission strives to be a world leader among Missions that provide for the poor, restore the addicted and eliminate homelessness.

We see each individual as a spiritual person of worth and dignity and worthy of assistance in their journey. Our vision is to see individuals and families set free from addictions and homelessness, transformed by God to become physically and spiritually healthy; educationally equipped to participate in society and sustain housing; and encouraged to create relationships of love and service to others. We seek to help those who have been abused and neglected to find a better life. We seek to help those who have become addicted to understand their addictions, to expect physical healing and to live in ways that are healthy to soul, mind and body.

HISTORY

Founded in 1936, the Los Angeles Mission is a 501(c)(3) religious organization, privately supported, that serves the immediate and long-term needs of homeless and disadvantaged men, women and children. The Mission is among the nation's largest service providers to the homeless.

The original Mission was founded in 1936 by Reverend I.L. Eldridge. During its early years, the Los Angeles Mission was located at three different addresses, and moved to 443 South Los Angeles Street in 1949, where it operated until January 1992. The current 156,000-square-foot facility, located at 303 East 5th Street, opened on January 21, 1992. The Anne Douglas Center for Women (ADC) opened in 1994. A deeper history of our neighborhood can be found in this [article](#) from the Los Angeles Chamber of Commerce.



THE STATE OF HOMELESSNESS IN LOS ANGELES

53,195 - People in Los Angeles County are experiencing homelessness.

22% - Increase in people aged 62 and older who are experiencing homelessness.

3 out of 4 - People experiencing homelessness remain unsheltered.

6% - Of people experiencing homelessness are currently fleeing violence.

9,322 - People over the past year are experiencing homelessness for the first time

IMPACT...

Programs that will help long-term are the Mission's main focus, aside from simply providing for basic needs. We are doing homelessness differently with innovative programs and new approaches, including:

Radical Help

We help launch the cycle of recovery through enrollment in the intensive JumpStart and FreshStart programs; We reach inside the jails with its Re-Entry Program to guide hundreds of inmates being released to avoid re-incarceration and possible homelessness; We provide overnight shelter, meals, showers and clothing for our guests; And we reconnect our friends and neighbors through case management with referrals to housing and recovery programs.

Real Hope

Through FreshStart our students begin a process which helps them to transition into employment and independent housing over a 12 month, live-in program; Women entering programs in our Anne Douglas Center for Women are given a chance to repair their shattered lives and prepare for living independently; And, we offer in-house mental health therapy free of cost to those seeking relief and control of their lives again.



Restored Opportunity

Through our LifeStart program we provide room, board, and supportive services for FreshStart graduates making a final transition to living wages and affordable housing; In addition, we provide Bridge Beds for an extended period for graduates who are working as they save toward permanent housing; also, through higher education opportunities, we provide long-term solutions to end the cycle of poverty so people may secure better wages.

The Mission conducted a 5 year study with ADC that looked at women who had come through the program. The criterion for success was clean and sober, steady employment (if able), as well as involved in some sort of community group be it church or civic. What they found was that after 5 years 86% of the women who came through the program were still successful.

ORGANIZATIONAL CULTURE

The Mission's culture is anchored in the understanding that all human life is precious to God, and that successful living begins and thrives through a relationship with Jesus Christ. Therefore, they share the love of Christ amid the oppressiveness of the city streets. With its longevity in the city of Los Angeles, the Mission is a beacon of hope, not only providing sustenance and shelter, but also a way for those who are downtrodden to find a path back to successful living. This is done through the devoted staff and volunteers engaged in service, vocational training, pastoral care, Biblical council, spiritual development, and the power of prayer.

TESTIMONIALS



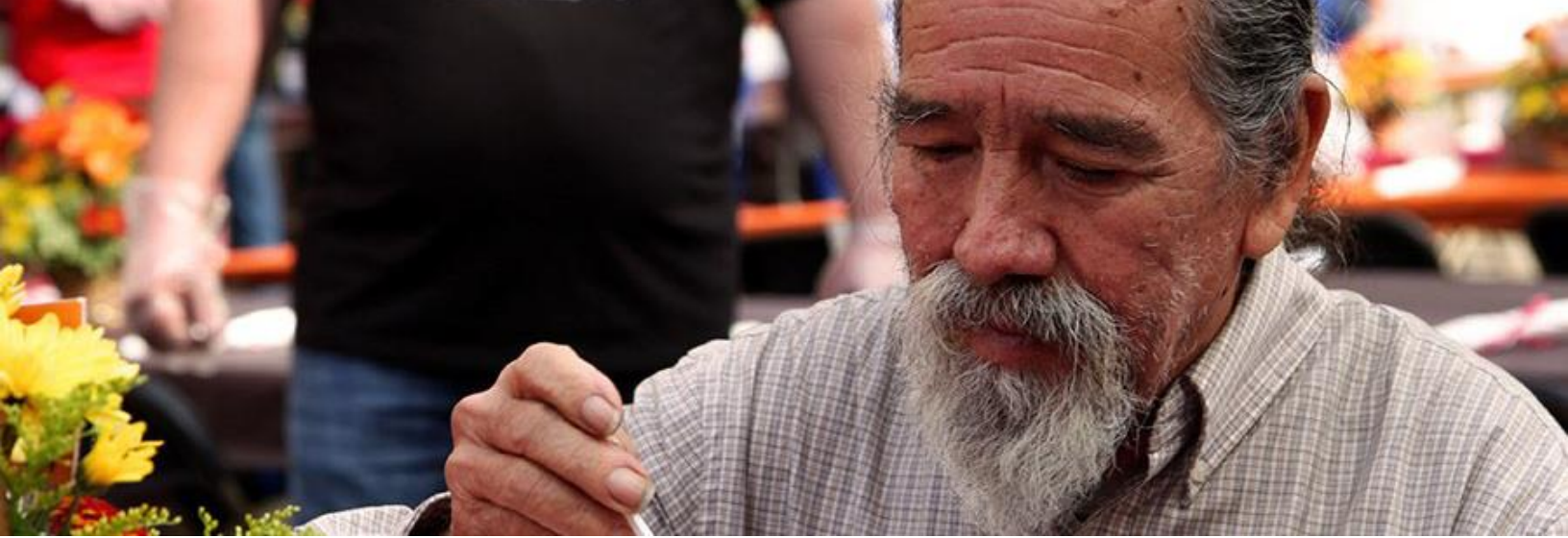


WHAT THE TEAM SAYS ABOUT LAM AND THE NEW PRESIDENT/CEO

- “...the LA Mission brand is the strongest mission brand of all the LA missions...”
- “...the staff is extremely mature in their faith...”
- “...our programs are 5x more cost effective than private pay with a much higher success rate...”
- “...LAM doesn't preach a social gospel ministry—we are transformational inside and out. We want the client to take ownership versus us telling them what to do...”
- “...only half our donors are Christian. Our largest subset of donors are Jewish...”
- “...we need someone passionate about reducing homelessness, with charisma, and likes to get out and about – face to face...”
- “...the ship is turning in the right direction, financially, and the future looks bright...”
- “...we would like someone who will set aside titles...”
- “...it will be important to push and leverage our brand recognition...”
- “...need someone with strong development capabilities, experience with governmental funding sources, and ability to network with major donors...”
- “...relational and effective with the wealthy and the homeless alike...”
- “...someone who understand varied streams of fundraising, especially major gifts, and doesn't depend primarily on one medium...”
- “...must be able to navigate and balance government grant requirements without compromising our faith based foundation...”
- “...everything we do is informed by Jesus...”
- “...need someone with the desire to be informed by the outgoing CEO during the transition...”
- “...candidate needs to know that Los Angeles is a complicated and political environment; fostering savvy allies is strategic...”

POSITION SUMMARY

The President/CEO reports directly to the [Board of Directors](#) and will be responsible for overseeing the administration, development, programs, strategic plan and financial health of the organization during a time



of dynamic change at the Los Angeles Mission. The Board is aware of the healthy tension between balance supportive empowerment of the CEO and its duty to uphold the core mission and values of the organization. This person will be a Spiritual Leader, a Vision Leader, a Fundraising Leader and an Organization Leader. They will be responsible for serving as the spokesperson (“Face”) for the Mission; leading and inspiring a team of co-leaders devoted to serving the homeless and impoverished, and to foster a Christ-honoring organization that exemplifies transparency, integrity and accountability.

The successful candidate will be a Christ-centered individual who leads the Mission in its ministry of changing lives through a solution-based program. The selected candidate will oversee a \$14 million ministry, and cultivate relationships and fundraising opportunities with key business, civic and church leaders, donors, foundations, and other major supporters of our high-impact ministry. The successful candidate will provide leadership, implementation and oversight of all the Mission’s programs including, short-term emergency services, life-transformation, and transitional programs across all LAM-operated locations. As well, the individual selected will establish a vision for the reach and impact of the Mission in the homeless community of Los Angeles.

REQUIRED QUALIFICATIONS

- ☐ The most significant requirement for this position is a heart for Christ and for his people. The successful candidate will have a deep and growing relationship with God, active involvement in a local church, Christ-centered Biblical worldview adhering to the LAM Statement of Faith (see page 8), and a commitment to maintaining healthy relationships and accountability.
- ☐ Strong degree of financial acumen, with a proven track record of supporting operations and organizational budgets over \$10 million.
- ☐ A 7 year+ track record of development involvement to include interacting and comfort with major donors, direct mail, events, grants, and ideally, government funding sources and/or experience closely interfacing with a development function.
- ☐ Able to cast vision, build consensus, and implement strategy by empowering others.
- ☐ Proven record of accomplishment in executive level leadership of operationally intensive organization.



- ☐ Adept at working with a board committed to supporting the CEO that actively participates in governance, fund raising, volunteering, mentoring.
- ☐ Reputation for building effective teams, both staff, boards, and volunteers.
- ☐ Excellent verbal and written communication skills.
- ☐ A heart and calling to urban mission.
- ☐ Excellent strategic planning, organizing, supervisory and project management skills.
- ☐ Effective people leadership skills (fostering a shared ministry ideal; being a good team leader, open, and transparent).
- ☐ A commitment to accountability, for self and others.

IDEAL QUALIFICATIONS

- ☐ Education - Bachelors degree in communications, social services, business or relevant; and/or, Master's degree (Business, Social Work, Counseling, Theology/Christian Education, Nonprofit, or Related Fields).
- ☐ Relevant experience in compassion, social welfare, and transformational ministry.
- ☐ Experience interfacing with a Board of Directors and Committees both in being managed and "managing up"
- ☐ High Emotional Intelligence, the ability to recognize and control one's emotions, and to recognize and understand the emotions of others.
- ☐ Leadership experience at a Christian, social services or non-profit organization.



THE SEARCH PROCESS

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.

LAM is an equal opportunity employer and does not discriminate based on 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 to people whose beliefs, theology and lifestyle are consistent with LAM'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.

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:

Tim Bernstein

President, Ardent Search Company

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Phone: (805) 778-1777 Ext. 14



OUR STATEMENT OF FAITH

We believe in...

- ☐ The unity and trinity of one God eternally existent in three distinct Persons, the Father, the Son and The Holy Spirit.
- ☐ The divine inspiration and infallibility of the Scripture as originally given and its' authority in all matters of faith and conduct.
- ☐ The creation of man by God in His likeness and image, the universal sinfulness and consequent guilt of the human race whereby all mankind is condemned and subject to the just and righteous judgment of God.
- ☐ The Deity of our Lord, Jesus Christ; His incarnation (He was born of the Virgin Mary by the Holy Spirit), His sinless life, His miracles, His substitutionary death and bodily resurrection that affected full salvation to the right hand of the Father in Heaven.
- ☐ The salvation of man, including the new birth and in a subsequent work of God in the soul, a crisis wrought by faith, whereby the heart is cleansed from all sin and filled with the Holy Spirit. This gracious experience is retained by faith as expressed in a constant obedience to God's revealed will, thus giving us perfect cleansing, moment by moment.
- ☐ The Person of the Holy Spirit, whose work of regeneration, sanctification and anointing with power, results in the growth of Christ in the believer and is manifested in the holiness of life, complete love of God and a deep concern for the Spiritual and temporal welfare of others.
- ☐ The church, the body of Christ. Having thus become members one of another, it is our solemn and covenant duty to fellowship with one another in peace, and to love one another with pure and fervent hearts.
- ☐ The personal return of our Lord Jesus Christ, in power and great glory to redeem His church in fulfillment of His own promise, both angelically and apostolically attested.
- ☐ The literal resurrection from the dead of our Lord Jesus Christ and that His resurrection is the living guarantee of the resurrection of all human beings; the believing saved to conscious eternal joy and the unbelieving to conscious eternal punishment.