

BLUE MOUNTAIN Christian Retreat & Conference Center



EXECUTIVE DIRECTOR OPPORTUNITY PROFILE



Consultants for Leadership Selection

About Blue Mountain Christian Retreat & Conference Center (BMCR)

From the very beginning, BMCR has been focused on serving the entire family. One of its distinctions is the large number of families who have made BMCR their annual place to reconnect. It is not at all uncommon to find several generations of a family engaged together in enjoying the programs and facilities of BMCR year after year. Holy Spirit fueled evangelism has always been a core focus in the ministries and programs of BMCR. It is common to hear in the testimonies of the multiple generations of BMCR families that many have made their initial commitment to Christ while at BMCR.



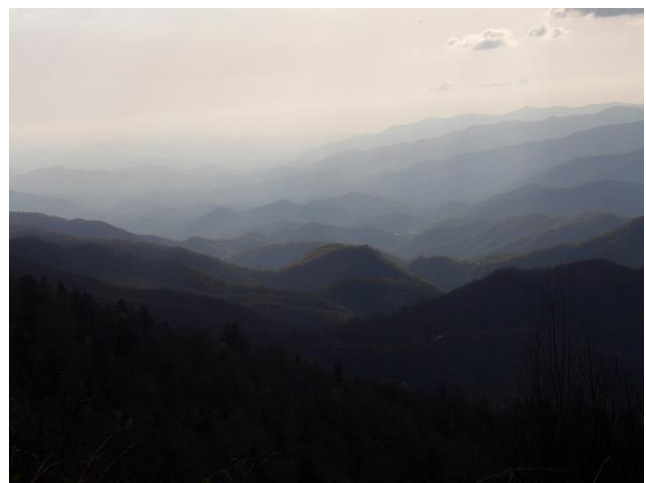
The Opportunity

BMCR has been blessed by God throughout its 46-year history with excellent, godly leadership. The opportunity to become the next Executive Director of this organization presents the challenge and privilege of leading a motivated team in the pursuit of the next phase of God's purposes in the life of this respected ministry.

While BMCR's past is incredibly significant in terms of impact in individuals' lives as well as multiple generations of families, its future is equally bright. Over the past decade, there has been an emerging entrepreneurial spirit among BMCR leadership that is driven by a sense of God's missional call to use the organization's resources and expertise to touch the lives of people who normally would not find their way onto BMCR property.

The History of Blue Mountain Christian Retreat

BMCR is nestled among the Blue Mountain range, located in New Ringgold, Pennsylvania. The retreat complex is located on 375 acres of beautiful and peaceful land. BMCR was founded by Chris and Margaret Dornbierer in 1974. They both were originally from Switzerland. Chris was a grower in a greenhouse in Zurich.



Chris and Margaret had a strong desire to go to America. They moved to New Jersey, where Chris worked as a greenhouse laborer. It was hard but God generously provided. In short order, Chris was promoted to foreman. With the increased salary, the Dornbierers were able to buy their own greenhouses in New Jersey. The Lord blessed them, and their business prospered.



Chris and Margaret visited the New Ringgold area in Pennsylvania and purchased land which eventually became Blue Mountain Christian Retreat. Chris knew, deep down in his heart, that God was going to use this land for His purposes. However, he did not know how. God gave them a vision to build a place where all of God's people could go to worship Him in the freedom of the Holy Spirit, to hear outstanding speakers bringing anointed messages, and to fellowship with other Christians in the beautiful surroundings away from the noise and confusion of the world. It would be a place where people from all denominations of the Christian faith would be able to come apart to seek the Lord and draw closer unto Him.



God through the Holy Spirit brought people into Chris and Margaret's lives to help them with planning, designing and organizing the building of the retreat. Over the years the retreat has grown. In the beginning, there was only a single building to accommodate 35 overnight guests. Now we are able to accommodate 400 guests. The auditorium has been enlarged to seat 450, and the cafeteria can seat 319 at one time. Throughout the years the Lord has sent capable dedicated workers. The retreat staffs about 12 full-time workers who live on the grounds, plus many part time workers from the local community. During the summer months the staff is expanded to an additional 15-20 employees.

About Blue Mountain Christian Retreat

BMCR hosts special events throughout the year, offering women's retreats, couples' getaways, pastors and ministry leaders conferences, men's weekend retreats and our numerous youth events.

Accommodations include single bedroom style units, efficiency apartments, 2 & 3 bedroom units, hotel-style alpiners and dormitory style units that sleep up to 32 guests.

Year-round weekend guests join us from New York City, New Jersey, Connecticut, Philadelphia, Lancaster, Baltimore, Washington DC, and everywhere in between! Flying in from all over the U.S. is possible with Philadelphia, Newark and Baltimore airports being within driving distance from the Mountain.





Position Overview

The Executive Director reports directly to the Board of Directors and will be responsible to maintain the faith-based culture and for overseeing the administration, development, programs, strategic plan and financial health of the organization. The Board is aware of the healthy tension between the balanced supportive empowerment for the Executive Director and its duty to uphold the core mission and values of the organization. This person will be an organization leader and a spiritual leader. They will be responsible for serving as the spokesperson (“Face”) for BMCR; leading and inspiring a team of co-leaders devoted to serving the guests and to foster a Christ-honoring organization that exemplifies transparency, integrity and accountability.

The successful candidate will be a Christ-centered individual who leads BMCR in its ministry of changing lives through retreat-based programming. The selected candidate will oversee an almost \$2 million ministry, and cultivate relationships and fundraising opportunities with key business, civic and church leaders, donors and other supporters of the ministry. The successful candidate will provide leadership, implementation and oversight of all BMCR’s programs. The right personality fit will be a key determinant of whether someone is a candidate for the Executive Director role. There is a unique culture among the staff and protecting this is crucial to carrying out the vision God has given.

The current staff is looking forward to the new Executive 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 a culture of caring, empowerment and professional excellence. They want this person to be a resource for mentoring and development who will value the creativity and the results orientation of the staff in order to embrace BMCR’s success and build for the future.

BMCR – Past, Present, and Future

BMCR’s outgoing Executive Director, Mark Grasso, has led with deep faith, creativity, passion and tenacity while “wearing many hats” over the past 21 years. Because of Mark’s ability, necessity, passion for Jesus and deep love for BMCR, he has had a distinctly hands-on role in all aspects of the camp. Mark’s tenure allowed him opportunity to incorporate policies, procedures, visions and financial stability (BMCR is strongly “in the black”) to make BMCR stable, safe and welcoming. Our new Executive Director will continue to maintain this “hands-on” paradigm, but with an eye toward empowering and hiring - with BOD approval - other staff leaders in order to allow the new Executive Director to build on the success of BMCR while envisioning an expanded more far-reaching future.



To God's glory and Mark's leadership of a devoted team, BMCR is poised to become an even more significant provider of Christ-centered programming.

What Others Say About Serving at Blue Mountain Christian Retreat

"...our culture is one of teamwork, compassion for others, passion for God; we feel like we are valued..."

"...the indwelling of the Holy Spirit is real and evident at BMCR..."

"...we are a tight community and live/work together; it is like a family...with all the wonderful and challenging things that come with that..."

"...teamwork, presence of God, dedication, taking responsibility and prayer are words that describe our culture..."

"...we are poised to build something wonderful..."

"...the successful candidate will initially probably need to be a jack of all trades and hands-on..."

"...we look forward to someone who understands the business but has a grounded vision for the future; a future where we can minister using the vision of our founders..."

"...the indwelling of the Holy Spirit is real and evident at BMCR..."

Job Duties and Responsibilities

- Direct, oversee and review and implement the total operation, performance, productivity and efficiency of the organization coordinating and monitoring all of the aspects of the ministry at BMCR
- Evaluate the success of the programs and procedures, define and plan with short and long range objectives, plans and policies and to integrate and implement programs to reflect and develop BMCR's vision and goals.
- Integrate new procedures that address improvements and upkeep of any current organizational systems
- Understanding and ability to lead staff who manage:
 - information technology systems
 - social media, accounting
 - human resources
 - financial accounting/budgeting principles and practices
 - marketing and communication
 - maintenance
 - registration
 - housekeeping
 - knowledge/experience in organizational/operations effectiveness, business and management,



Spiritual Qualifications

- The most significant requirement for this position is a born-again experience and 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 BMCR's "We Believe" statement and be in agreement with BMCR's Doctrinal Statement, Personal Principles, Practices, Policies and Procedures
- A commitment to maintaining a godly and healthy lifestyle, relationships and accountability with a desire to serve the Lord Jesus Christ wholeheartedly
- Have experienced or be open to the theology of the Baptism in the Holy Spirit

Ideal Professional Attributes

- Education - Bachelor's degree in Communications, Social Services, Business, Social Work, Counseling, Theology/Christian Education, Nonprofit, or related fields.
- 7+ years relevant leadership experience, ideally in a mission-oriented or faith-based organization,
- Experience interfacing with a Board of Directors and Committees both in being managed and "managing up"
- Strong degree of financial acumen, with a proven track record of supporting operations and organizational budgets over \$3 million.
- Able to cast vision, build consensus, and implement strategy by empowering others.
- Proven record of accomplishment in executive level leadership of operationally intensive organization.
- Reputation for building effective teams, both staff, boards, and volunteers.
- An ability to anticipate guest, program, community, and staff needs with an ability to manage those needs.
- Excellent verbal and written communication skills.
- Organize effective financial practices and procedures to ensure fiscal responsibility and timely reporting – generating reports of such for the biannual board meetings to ensure transparency with the Board about the Camp's finances.

Ideal Personal Attributes

- Able to cast vision, build consensus, and implement strategy by empowering others.
- Proven record of accomplishment in executive level leadership of operationally intensive organization.
- The Executive Director will be adept in working with a Board that actively participates in governance, fund raising, volunteering, mentoring.
- A visionary perspective while valuing the tradition and intent of the Founders and BOD—and ability to see how the BMCR could reach even more people for the Lord.

Key Competencies

- Self-motivated individual with a strong decisive leadership skill set and ability to influence
- Critical thinking and problem-solving skills



- Excellent organizational and management skills
- High social intelligence
- Well-developed team builder, problem solver and conflict manager
- Business acumen, particularly in the area of budget development, fiscal control and basic accounting skills
- Working knowledge of property/facilities management, building construction, operations and building maintenance
- Working knowledge of marketing and promotion
- Competent working knowledge of Microsoft Office, knowledge and experience with programs dealing with accounting and hospitality would be an asset
- Planning and organizing
- Decision making
- Strong oral and written communication skills
- Delegation
- Negotiation
- Adaptability
- Stress tolerance
- Valid Driver's License

General Qualifications:

- Must have a true born-again experience with a living, active relationship with Jesus Christ, exhibiting a godly lifestyle
- Must have a love for and desire to serve the Lord Jesus Christ wholeheartedly
- Must have experienced or be open to the Baptism in the Holy Spirit
- Must have a knowledge of the Lordship of Jesus Christ- His principles and precepts set forth in the Word of God, walking in spiritual maturity and discerning of spiritual things
- Must have a servant's attitude in leadership placing others ahead of self
- Must be in agreement with BMCR's Doctrinal Statement, Personal Principles, Practices, Policies and Procedures
- Must have a willingness to subject oneself to the governing authority of the Board of BMCR
- Must orchestrate, attend and perform leadership role in scheduled staff meetings
- Must have a desire to see the guests experience the full knowledge of salvation, healing and the delivering power of Jesus while spending time in His presence here at BMCR

Additional Desired Attributes

- A passion and/or experience in a Christian Retreat/Camp, hospitality, social services or non-profit organization. Experience within a for-profit context combined with strong lay-leadership experience with a Christian context is welcomed.
- A commitment to accountability, for self and others.
- Effective people leadership skills (fostering a shared ministry ideal; being a good team leader, open, and transparent).
- High Emotional Intelligence, the ability to recognize and control one's emotions, and to recognize and understand the emotions of others.



Compensation

Compensation includes salary, housing and utilities, and free meals when programs are in session.



We Believe...

- ...the Bible to be the inspired, infallible, and authoritative word of God.
- ...in one God eternally existent in three persons: God the Father, God the Son, and God the Holy Spirit.
- ...in the Deity of our Lord Jesus Christ, virgin birth, sinless life, miracles, atoning death, bodily resurrection, ascension to the right hand of the Father, and in His future return to this earth in power and glory.
- ...that the only means of being cleansed from sin is through repentance and faith in the precious blood of Jesus.
- ...that all those who receive the Lord Jesus Christ by faith are born again.
- ...the redemptive work of Christ on the cross provides healing of the human body to those who believe and ask for it.
- ...the baptism of the Holy Spirit, according to Acts 2:4, is readily available today as it was then. This gift is available to all believers who request it.
- ...in the resurrection of both the saved and the lost, the saved to everlasting life and the lost to everlasting punishment.
- ...that God wonderfully and immutably creates each person as male or female. These two distinct, complementary genders together reflect the image and nature of God (Gen 1:26-27). Rejection of one's biological sex is a rejection of the image of God within that person.
- ...that sexual purity is the standard for all God's children, which requires abstinence from adultery, fornication, incest, homosexuality, or other sexual relationships or practices forbidden by Scripture.
- ...that marriage is a sacred institution established by God and is the uniting of one man and one woman in covenant commitment for a lifetime.

Believe (v)-*To give belief; to credit; to expect with confidence. To have a firm persuasion.*

BMCR wishes to glorify God by providing an environment where individuals, families, organizations and churches may come to hear the Word of God proclaimed through the ministry of anointed speakers and teachers.

At Blue Mountain Christian Retreat, we strive to:

- Disseminate the Gospel of Jesus Christ through the world before Jesus comes again.
- Meet the spiritual needs of the entire body of Christ. This ministry includes sessions for adults, as well as sessions for children and teens.
- Schedule conferences for weekend retreats and provide anointed speakers who will minister to retreat guests.
- Provide a spiritually enriching environment for all staff by offering morning prayer Monday through Saturday mornings at seven and an opportunity to hear Godly teaching from a variety of speakers. Above all, we seek to give praise and glory to God.
- "Unto Him be glory in the church by Jesus Christ throughout all ages, world without end. Amen." Ephesians 3:21



The Search Process

If you know someone who has an interest and meets the requirements described in this profile, please feel free to suggest that person for consideration and/or forward this information to them. They can send their résumé 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 Blue Mountain Christian Retreat's Statement of Belief.

Ardent fully respects the need for confidentiality of information supplied by interested parties and assures 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.

For further information on this position, please contact:

Tim Bernstein, President
Ardent Search Company
tim@ardentsearchco.com
Phone: 805-778-1777 ext. 14
Fax: 805-457-3963
www.ardentsearchco.com

Ardent Search Company (an affiliate of The Dingman Company, Inc.) 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.

