

★ SAVING LIVES ★
★ RESTORING FAMILIES ★
★ CHANGING LEGACIES ★

MIGHTYOAKSPROGRAMS.ORG



MIGHTY OAKS

— ★ FOUNDATION ★ —

**CHIEF OPERATING OFFICER
OPPORTUNITY PROFILE**



Consultants for Leadership Selection



Our Vision

Many of our nation's Warriors struggle with the hardships of military service and reintegration back into civilian life. Mighty Oaks tackles this critical issue with our faith-based, peer-to-peer resiliency and recovery programs offered at no cost to our honored service men and women.

Our Journey

Combat veterans and first-responder personnel can face serious psychological, emotional, and spiritual challenges contributing to mental health issues including suicide, substance abuse, anger issues and staggering divorce rates. Our founder, Chad Robichaux, at one point himself a hurting veteran, wondered, "*why doesn't someone do something about this?*" Chad eventually realized that the answer was, "*why don't I do something about it?*" and so he founded Mighty Oaks in 2011.

Mighty Oaks is a story of God's transformational power to turn tragedy into triumph for 3300 graduates. We started as a journey of one man's brokenness from war, one woman's willingness to fight for her family, and their shared faith in God's promise from Isaiah 61:3 that we can rise from the ashes and become mighty oaks of righteousness.

Our Culture

Under the direction of Executive Director Jeremy Stalnecker, Mighty Oaks is invigorating, inspiring and unique, providing an environment of professionalism and

potential. Jeremy strives for excellence and his team sets the example. Mighty Oaks has established a sterling reputation across the country with Jeremy serving as the day-to-day visionary leader to make the mission scalable and effective.

Mighty Oaks' management team strives to be collaborative, effective in developing vision, and releasing and empowering competent people to do their jobs. The team is entrepreneurial (requiring a level of independence). This is a hardworking, close-knit group who are highly motivated, committed to the mission and purpose, and to carrying out their work with quality. This is a culture of "all hands helping." Care is taken to assure that team members treat each other with dignity, respect and foster a healthy climate. This is a position for a team player. Each manager must value people and process, and lead and earn the respect of others.

The successful candidate will be hands-on, high energy, and self-starting. This person will be action-oriented and proactive while keeping a healthy balance in life.

Jeremy Stalnecker, Executive Director

Former USMC Infantry Officer

Jeremy Stalnecker, a graduate of Pensacola Christian College, was raised in San Jacinto, CA. Jeremy knew from a young age that he wanted to be a Marine. This dream was finally realized with an active duty commission in 1999. Following Infantry Officer training, Jeremy was assigned as an infantry platoon commander where he learned valuable leadership and communication skills that he continues to use today.

While in the Marine Corps, God was working in Jeremy's life to turn his heart towards ministry. Upon his discharge, he joined his home church, Coastline Baptist in Oceanside, CA where he served as an Assistant Pastor. Here he gained ministry experience that would equip him for the further leading of God.

In 2008, Jeremy became the Senior Pastor at Bay Area Baptist Church in Fremont, CA. He continued to minister to families and individuals in a wide range of areas. After serving there for seven years, an opportunity to serve the Mighty Oaks Foundation opened. This move brought together both his ministry experience and military background in a way that allows him to serve and minister to many hurting veterans, service members and their families. Along with his wife, Susanne, and their four children, Jeremy works to reach the hurting and provide the healing found in Christ.



Our Programs

Our intensive peer-to-peer programs serve as the catalyst to assist our nation's Warriors with the challenges related to the struggles military life, combat deployments and the symptoms of post-traumatic stress (PTS) empowering veterans to begin their healing to find hope and purpose for beyond their military service. Mighty Oaks' programs are available at no cost and held at beautiful locations across the United States.



Legacy Program for Men

Our five-day intensive peer-to-peer program serves as the catalyst to help Warriors discover the answers to the big questions in life.

Legacy Program for Women

The Legacy Program for Women is our program designed specifically for women to discover the process of becoming a person living according to the Creator's design.



Military Resiliency Program

The United States Military is the most equipped fighting force in the world. Fighting to protect our freedom comes at a great cost, resulting in combat stress or Post Traumatic Stress (PTSD). If properly equipped on the front end of conflict, our Warriors and families can have a true "spiritual resiliency" and a mindset that prevents the hardships many of our Warriors encounter.



Marriage Advance: Love Never Gives Up

We have partnered with Family Life's [Weekend to Remember](#) (a CRU Ministry) in an effort to help couples grow and strengthen their marriages. Couples can benefit from this partnership after one or both have attended a Mighty Oaks Legacy Program for men or women

Aftercare Program

The week spent at the Legacy Program is an incredible time often marked by life changing decisions. In addition to the tools they receive during the Legacy Programs, alumni are given support and resources provided by a dedicated Aftercare Team to ensure they never fight alone to live out the life they were created to live.

Our Lodges

The lodges where our Warriors stay are first-class, handicap-accessible facilities located throughout the United States. The delicious meals served during each program satisfy the hungriest Warrior! Along with the programs' daily peer-based sessions come exciting opportunities to engage in a variety of recreational activities, all designed to engage in the brotherhood aspect of the programs.

For more information about Mighty Oak's Programs please visit:

<https://www.mightyoaksprograms.org/veteran-programs/>

Quotes

What others say about serving at Mighty Oaks

“...our faithful leaders are compassion-oriented, business-minded and have incredible tenacity...”

“...we assist men to become, ‘new Warriors with a new purpose’...”

“...we give soldiers a strong chance at having a successful life; we have an open door, ready to serve all...”

“...Jeremy stays focused...he knows we must maintain the business side, but Mighty Oaks is all about life change...”

“...the team is amazing and in it for the long haul, but will welcome structure and process improvement...”

“...the successful candidate does not necessarily need to have actual military experience; however, they must have a sincere respect and appreciation for the brave men and women of our armed forces...”

“...As founder, Chad Robichaux, is a visionary leader; the new COO should expect many ideas to be presented and have the ability to discern timing and potential opportunities and liabilities...”

“...we see the broken coming in and the healed and healthy going out...”

***“We see the broken coming in
and the healed and healthy going out”***

“...we treat each other as a family—that is good, but as with any family, it can come with challenges...”

“...the new leader should be able to embrace change and the craziness of life change; we need someone willing to roll up their sleeves and pitch in...”

“...we are a culture of no drama, gossip, backstabbing; we are Christians and intentional about putting the mission first...”

“...often in the military, ‘the hard way is the only way’ – our team embraces that motto...”

“...we have a healthy tension of expecting excellence and maintaining high standards while not losing sight of who and why we are serving...”

“...we are constantly refining the program; Jeremy and the whole team welcomes change...”

“...we need leaders to help us address some challenges, yet recognize our past success and future possibilities...”

“...we are all in for every Warrior; empathetic, yet willing to make decisions to benefit their recovery...”

Position Overview

The Chief Operating Officer (COO) will report to the Executive Director and oversee the organization's ongoing operations and procedures. The COO will be responsible for the efficiency of the organization and the development, implementation, and achievement of the organization's strategic business plan. The COO will secure the functionality of the business to drive sustainable growth.

Essential Duties and Responsibilities

- Oversees all activities and provides on-site staff leadership and supervision in cooperation with the Executive Director.
- Coordinates client services through management agreements. Ensures competitive vendor estimates.
- Work with the Executive Director and Founder to envision and implement a strategic plan that includes a trajectory of significant growth.
- Oversees the CFO/management of income and cash flow.
- Leverages partnering agency offerings to control spending.
- Actively schedules and participates in meetings to facilitate the implementation of directives and special projects.
- Develops, implements and evaluates recommendations to ensure quality.
- Employs qualified and competent personnel to ensure a quality client experience.
- Coordinates all staff corrective or disciplinary actions.
- Implements and monitors expansion and new programs as developed by the executive team.
- Oversees the writing all contracts, contract development, implementation and contractual requirements.
- Ensures accurate and timely completion of all contract billings, audits and ongoing compliance.
- Oversees project management (schedule, contractor and budget oversight).

Ideal Qualifications

- A Bachelor's degree in business, nonprofit management, public administration, or related. *Combined experience/education as substitute for minimum education.*
- 7+ years of experience as a senior manager overseeing a budget with 5M+ in revenue and a track record of scaling up.
- Ability to perform clear and concise documentation.
- Ability to respond to complex RFP's.
- Understanding (or willingness to learn) of military life/demands, community resources, especially related to mental health (PTSD) and drug treatment field, is desirable
- Familiarity with computers and knowledge of Microsoft applications including Outlook, Word, Excel, CRM's and PowerPoint.
- Strong strategic planning and management skills.
- Excellent diplomatic, interpersonal, written and oral communications skills.

- The ability to implement policies, procedures and systems necessary to maintain quality services.
- Exhibit professionalism when interfacing with clients, staff, board members, visitors, contractors, vendors and service providers.
- Flexibility in meeting deadlines and adjusting to changing priorities.
- A mature leader, with the ability to delegate yet see the macro while being mindful of details.
- Confident with an ability to make strategic, sophisticated, reasoned and thoughtful decisions, often rapidly, and to explain those decisions.
- Ability to be assertive with county/city bureaucracy, specifically contracts and compliance.
- Ability to research and apply trends as appropriate.
- Understand the nuances of managing a diverse workforce and clientele.
- Bilingual (Spanish) would be helpful, but not required.

Ideal Personal Characteristics

- Ability to mentor staff to assume new responsibilities and opportunities; a willingness to embrace a future of tremendous growth.
- A blend of humility and confidence—self-effacing.
- A servant leader who has a collaborative style knowing the balance between appropriate process and decisiveness.
- Good research skills—the successful person will likely be highly fact/and analytically oriented.
- An idea person whose ideas are grounded.
- Patient, good listener, consensus builder, non-political, empathetic, trustworthy.
- Having conflict resolution skills—personable but able to hold good boundaries. Ability to work with strong personalities.
- Understanding (or willingness to learn about) of military and first responders' issues, PTSD.
- Nonprofit organizational management experience, particularly in the human services/mental health field.
- Resident of California, though relocation assistance is available.
- Entrepreneurial, visionary, engaging, and inspiring.
- Organizational management consulting experience.
- Good sense of humor.

Key Spiritual Personal Characteristics

- A keen interest, genuine passion for, and deep personal commitment to the Bible and ministry/mission of Mighty Oaks. *"The 4 Be's: Be in the Word, Be in prayer, Be in Church, Be accountable to someone."*
- Known as Spirit-led leader who places significant dependence on prayer.
- Demonstrates an authentic, vibrant, growing and mature walk with Christ in both personal and professional relationships.
- Is recognized as a person of moral integrity; a person above reproach; having a consistent, integrated scripturally based lifestyle.

Search Process.

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 based on race, age, color, gender, sexual orientation, national origin, familial status, religion, veteran status, or physical handicap. However, by the nature of this organization and its purposes, it does limit hiring to people who are committed to beliefs and theology consistent with the organization's biblical teaching.

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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