



# HUME LAKE CHRISTIAN CAMPS

## CHIEF FINANCIAL OFFICER OPPORTUNITY PROFILE







## OPPORTUNITY

Hume Lake Christian Camps has been a leader in Christian camping ministry for three-quarters of a century.

Hume is seeking a full time Chief Financial Officer to provide financial management and oversight for this growing ministry. The CFO will likely live near the corporate offices in Fresno, CA but may have the opportunity to be housed (along with their family) “on the hill” at Hume during periods throughout the year. As a Hume employee, if the CFO has children, they will be able to attend summer camp and winter camp with other staff kids at no cost.

## HISTORY

In 1945, five hard-working Christian men came together in the valley town of Dinuba, CA to discuss plans for a Christian Bible camp. They began regular prayer meetings to seek God's will and plan. On January 9, 1946, these men purchased 320 acres of lakeshore property including the Hume Lake Hotel, store, service station, post office, 22 cottages, and 22 boats. In the summer of 1946, 670 campers attended Hume Lake Conferences and were attended by 15 volunteer staff. In response to the Holy Spirit, the vision, patience, and labor of these men birthed Hume Lake Christian Camps. The vision, patience, and labor of these men in response to the Holy Spirit birthed [Hume Lake Christian Camps](#).





## TODAY

Hume's ministry has followed the leading of God to expand its reach to include camps in [Southern California](#) and [New England](#). Also, internationally in countries like Thailand and Papua New Guinea through partnerships with missionary organizations. Wherever God leads, the mission is still the same.



Hume Lake Southern California



Hume Lake New England

Since the first summer of camping in 1946, more than 1.5 million young people and adults have been exposed to God's love and wonderful plan for their lives through Hume Lake Christian Camps.

## PURPOSE STATEMENT

HUME LAKE CHRISTIAN CAMPS EXIST TO PRESENT THE GOSPEL AND FACILITATE LIFE TRANSFORMATION, IN PARTNERSHIP WITH THE LOCAL CHURCH, THROUGH INNOVATIVE AND BIBLICALLY-BASED PROGRAMS THAT IMPACT THE WORLD FOR JESUS CHRIST.



## MISSION

Hume Lake Christian Camps desires each person who comes in contact with this global ministry will:

**Accept Jesus Christ as their personal Savior.**

**Grow in their faith and Christian character development.**

**Establish the priorities of prayer, Bible study, and Christian fellowship while associating with a local church.**

**Devote their lives in service to our Lord Jesus at home and abroad.**

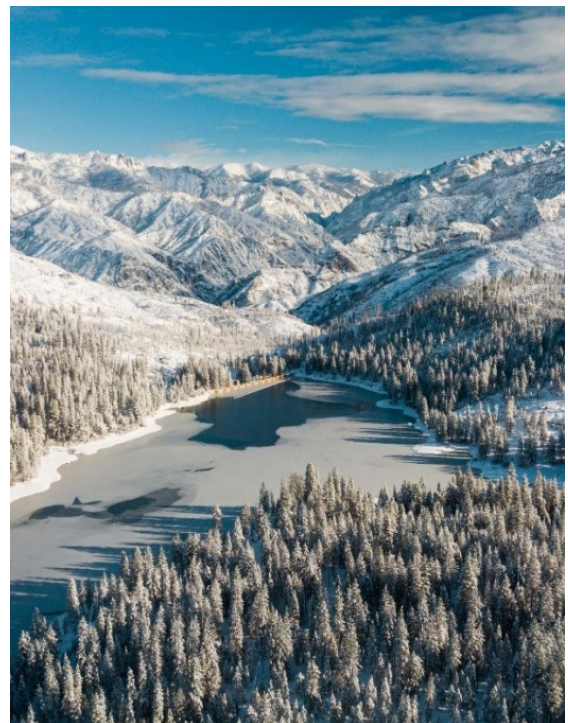
**Of special note: ministries to youth will continue to be emphasized.**



## LOCATION AND FACILITIES

Hume Lake Christian Camps, “A ministry with its own zip code and Zamboni!”, located in the Sequoia National Forest in the mountains of California, is surrounded by millions of undeveloped acres ranging from the Giant Sequoia National Monument to the south and Yosemite National Park (and beyond) to the north. HLCC owns 365 acres that provides the perfect backdrop for a life-changing experience.

The Hume Lake facility is akin to a small, self-contained city with its own water treatment plant, extensive retail and dining options, gas station, fire department, helipad for emergency needs, security team, emergency medical clinic (staffed by our camp nurse and volunteer physicians while summer programming is in session.) Additionally, the facilities include 200 camp buildings, 300 vehicles, multiple chapels, dining halls, pools, recreating lawns, ropes courses and accommodations ranging from standard to deluxe.







Most important is the majestic setting and solitude where one can hear God speak. Hume's facilities have been designed to provide everything needed for a comfortable and enjoyable retreat or camping experience.

## OTHER LOCATIONS

Established in 2012, Hume Lake New England has 431 acres in the beautiful resort area of the Berkshire Mountain region of Western Massachusetts. Hume SoCal: Because of long waiting lists, the inability to accommodate more than 1900 students (plus hundreds of adults and families) a week in summer, Hume leased Hume SoCal from Calvary Chapel Costa Mesa. This 271 acre fully equipped camp adds 450 summer beds and serves Los Angeles and San Diego churches. Recently, Hume camps have been held in Papua New Guinea, Thailand, and South Africa. We work in strategic partnership with ministries who also operate camps in Cuba, Costa Rica, and Mexico.





## PROGRAMS

Hume seeks to partner with local churches to shine brightly the gospel of Jesus Christ and challenge all guests to embrace a growing relationship with Jesus Christ. Hume's programs offer a Christian response to today's culture through theater, large group Bible teachers, small group discussions; and one-on-one relationship building, which works together to introduce people to the Lord Jesus Christ in a way that is unexpectedly refreshing. The Hume environment is designed to minister to new believers while also encouraging those who are Christians to pursue God in new and deeper ways.

Please view this [video](#) to get an idea of the creative and professional media and programs.





## LEADERSHIP



Dr. John Boal is the current Executive Director for Hume Christian Camps. He brings 39 years of ministry and nonprofit leadership to his new role. John has worked in development for more than 20 years and prior to serving as the Executive Director at Hume, he led the development team in raising \$44.8 million for the *All Things New* capital campaign as Chief Development Officer. John grew up in western Pennsylvania and attended Grace College in Winona Lake, Indiana. He met his wife Lyn there and they were married in 1984. Upon graduation, they moved to Simi Valley, California and worked at a church and school as educators. John completed his Master of Divinity from The Master's Seminary and earned a doctorate degree from Robert Morris University in 2011. John and Lyn have two adult children, Hannah (25) and Jesse (24).

The Executive Director reports to a fourteen-member Board of Directors. The Board is made up of committed Christian servants, passionate about the HLCC ministry and are very supportive of the leadership and the staff.

The professional staff numbers approximately 150 with an additional 600 plus seasonal employees.

## TEAM CULTURE

Protecting the unique and deep sense of the local community among present constituents while embracing the future is vital to carrying out the mission. Hume has an enthusiastic; invigorating; and highly collaborative team-oriented environment. The team strives to develop a climate of professionalism, passion, and potential where team members treat each other with respect and foster a healthy relational climate. People are not afraid to talk to each other about problems and areas for improvement. Challenging others' ideas is perceived as positive, and input to decisions is welcomed and valued.

There is an element of gratitude, anticipation and excitement in the team's commitment to Hume's legacy, both past and future, with particular focus on loving Jesus and spreading His message. They are hard-working and a fervent team motivated and committed to the mission and purpose of carrying out their tasks with excellence. Team members are encouraged to be creative and to reach higher within the context of processes and procedures.



## WHAT OTHERS SAY ABOUT SERVING AT HUME & THE NEXT CFO

- *“We need a CFO who desires to balance between maintaining the bottom-line with ministry impact...” Everything we do needs to be both mission strong and business smart.”*
- *“Hume is intentionally on-brand—there is no variation from our mission to always preach the gospel, particularly to youth; we stick to our mission without compromise...”*
- *“The CFO should have a bent to say ‘Yes, that is a good idea; let’s see how we could do that!’ versus, immediately saying no or shutting down the idea...”*
- *“The Hume community is loving and embracing, but the CFO will need to intentionally get involved in the community...”*
- *“I grew up at going to Christian Camps...Hume changed my life; life change at Hume is one of our hallmarks...”*
- *“The CFO will be a ‘gatekeeper to our success’; they will need to have a vast amount of varied information at the ready...”*
- *“We have an outstanding Controller who is a CPA and former auditor. Our CFO will need to interpret financial data, have a strong understanding of business trends, formulate strategies in conjunction with Hume’s leadership team and have a strong ability to communicate to various audiences.”*
- *“The team can be characterized as warm yet independent...”*
- *“It is vital that the CFO deeply and sincerely understand what each department does—it would be great if they could, ‘live in our shoes’ for a time...”*
- *“Each department whether, ‘on stage’ or behind the scenes plays a crucial part to leading people closer to Jesus...”*
- *“There is an intentional drive to insert the ‘Hume DNA’ into all our locations and programs...”*
- *“We are striving towards a culture that wants to celebrate our successes as though they were our own—to affirm one another...”*
- *“We are a highly relational culture; having a humble and open-handed bent will be vital...”*
- *“The folks who work here are committed to the Hume mission!...”*
- *“We have a strong commitment to the local church—they are our heroes...”*
- *“The CFO will need to manage the thinking and expectations of departments who passionately think about their priorities—an ability to inspire staff to see the bigger picture...”*
- *“We are moving towards a totally automated process; the CFO will have a good grasp of software, ideally, Sage Interacct, Planning Maestro, Concur, Blackbaud/Move Management and Virtuous...”*



## BUDGET

The annual budget for Hume Lake Christian Camps is 26 million. The largest department allocations are indicated as follows:

5.1 M – Operations; Maintenance; Utilities; and Support Services

3.3 M – Programs

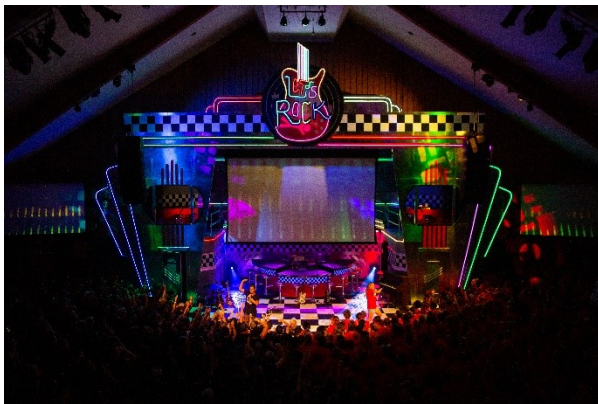
3.3 M – Food-Service

2.5 M – Hume – Southern California

2.0 M – Hume – New England

4.0 M – Development

1.0 M – Concessions



## POSITION OVERVIEW

The Chief Financial Officer is responsible for all finance and business functions of Hume Lake Christian Camps, including:

- Financial operations and controls
- Budgeting and strategic financial planning
- Banking and vendor relationships
- Internal and external auditing
- Legal activities
- Risk management

## POSITION SUMMARY

The Chief Financial Officer will be a forward-thinking visionary, and entrepreneurial leader ready to provide dynamic leadership in the planning, implementation, and management of customer focused financial and administrative services in support of Hume Lake Christian Camps ministry. The CFO will have the skill set to lead across multiple organizational areas; possess the ability to communicate effectively in public, implement a broad vision, and handle many compelling, competing interests and details. The Chief Financial Officer coordinates the planning, financing, and construction of all capital projects.

## REPORTING

The Chief Financial Officer reports to the Executive Director, [Dathan Brown](#). The CFO is a member of the executive leadership (C-Team) and will be peers to the COO, [Brian Mount](#) and CDO, [John Boal](#).

The CFO has one direct report which is the Controller. The CFO works closely with the entire team for vision and strategy, with the Controller running the day to day operations and tasks for the department. The Controller has three direct reports: a Sr Accountant, Accounts Receivable, and Accounts Payable & Payroll.

## PRIMARY FUNCTIONS

- The CFO will be a financial leader and proactively recommend strategies to the Executive Director.
- The CFO will build the financial strength of HLCC in the long term, and mitigate, in the short term, potential negative economic influences.
- The CFO will provide oversight for accountability; internal and external financial reporting and compliance; debt and cash management, as well as accounting and audit oversight of HLCC assets.



- The CFO will perform financial analysis and funding plans for all building and capital projects.
- The CFO will lead all financial departments and personnel including accounting finance purchasing vendor relationships and auxiliary services.

## **RESPONSIBILITIES**

- Oversee the operations in accounting.
- Serve as a purchasing agent with power to delegate responsibility to subordinate personnel but retaining budgetary control over designated areas.
- Assist the Executive Director in the preparation of the annual budget and provide progress reports to the Executive Director on budgetary income and expenditures.
- Maintain a beneficial relationship with the Hume's banks and investment managers.
- Maintain continuous communications and rapport on matters of policy and service colleagues the with the Executive Directors and colleagues on the leadership team.
- Submit semi-annual reports to the Executive Director and Board of Directors, including data from the directors serving under the CFO's direction.
- Evaluate employees under the CFO's direction.
- Review these responsibilities annually and self-evaluation of performance, commenting appropriately on this evaluation in the annual report to the Executive Director.
- Work with the COO and Project Managers in the oversight of new construction projects.
- Manage the external vendor relationships.

## **QUALIFICATIONS**

- Abiding and growing relationship with Jesus Christ as Lord and Savior.
- Agreement with Hume's Statement of Belief.
- Enthusiastically support Hume's purpose; mission; and values.
- An advanced degree preferred; a CPA and/or an MBA would be a bonus.
- 7-10 years of increasingly responsible finance leadership experience ideally with experience in nonprofit organizations. The ideal candidate will have ten plus years to give in this role.
- Candidates should have a demonstrated leadership managing finance and related functions in a complex organization with significant experience providing analytic and financial expertise supporting Hume's ability to achieve its strategies and produce bottom line results.
- Experience with Accounting Software (Sage Intacct, Planning Maestro, Concur, Square, Blackbaud, and Virtuous) with a willingness to investigate new technological solutions. Experience working closely with IT, HR, and Risk Management.
- In addition to being a unit leader, candidates must have the ability to fully partner with the Executive Director and leadership team, proactively providing meaningful input and a broad range of issues to improve the performance of Hume Lake Christian Camps.

- Candidates must have the ability to frame decisions in a holistic manner and articulate them to other leaders for discussion. A demonstrated understanding of business operations, as well as management of information technology is required.
- Candidate must have a proficient knowledge of generally accepted accounting principles and tax issues for nonprofit organizations.
- Experience managing multiple locations would be ideal.
- Willingness to live in the Fresno, California, or surrounding area with the possibility of seasonally (generally in summer) visiting or living at Hume with their family, if the circumstances apply. Willingness to drive to the Lake location regularly for in-person meetings and to develop relational capital among staff.
- Experience on the leadership team of a nonprofit organization is desirable and for profit experience would be beneficial.

#### **ADDITIONAL WISH LIST QUALITIES**

- Experience with Property and Casualty Captive and Self-Insured Medical Plans.
- Understanding of CA and Federal law.
- Experience interacting with a highly involved Board of Directors.
- Understanding of service industries, including camping.
- Experience with Best Christian Workplace certification.

#### **DESIRED QUALITIES AND ATTRIBUTES**

- Highly skilled in building strong collaborative relationships across a large organization.
- Able to inspire trust through high personal integrity.
- Ability to laugh and have fun while also being able to take the job seriously.
- Strong problem solver.
- Process oriented, able to weigh competing agendas and priorities in making decisions.
- Personally approachable, empathetic, and others focused.
- Proven negotiator with conflict resolution and stakeholder management skills using Biblical principles.
- Excellent customer and community service orientation.
- Able to handle and coordinate a variety of tasks simultaneously.
- Curiosity, resourcefulness, and openness to fresh approaches are highly desirable.
- Proven ability to approach issues with an open mind, objectivity, and creativity.
- Ability to synthesize complex information into a clear and concise summary.
- Exemplifies being a leader who is caring, helpful, prudent, and honorable.
- Is gracious, approachable, personable, collegial, and authentic.
- Committed to excellence and personal and professional growth of self and colleagues.
- Is decisive, able to make tough decisions.
- Will find great satisfaction carrying on what is already going well, but at the same time is committed to organizational improvement.
- Is an encourager and mentor with sensitivity to others.



## STATEMENT OF BELIEF

**We believe** in the Scripture of the Old and New Testament as verbally inspired by God, inerrant in the original writings, and that they are of supreme and final authority in faith and life.

**We believe** in one God eternally existing in three persons: Father, Son and Holy Spirit.

**We believe** that Jesus Christ was begotten by the Holy Spirit, born of the Virgin Mary, and is true God and true man.

**We believe** the man was created in the image of God; that he sinned, and thereby incurred not only physical death but also spiritual death, which is separation from God; and that all human beings are born of the sinful nature, and in the case of those who reach moral responsibility become sinners and thought, word, and deed.

**We believe** that the Lord Jesus Christ died for our sins according to the Scriptures, as a representative and substitutionary sacrifice; and that all who believe in Him are justified on the grounds of His shed blood.

**We believe** in the resurrection of the crucified body of our Lord, in His ascension to heaven, in His present life there for us, as High Priest and advocate.

**We believe** in "that blessed hope", the personal, pre-millennial, and imminent return of our Lord and Savior Jesus Christ.

**We believe** that all who received by faith Lord Jesus Christ are born-again of the Holy Spirit and, thereby, become children of God.

**We believe** in the bodily resurrection of the just and unjust, the everlasting blessedness of the saved, and the everlasting, conscious punishment of the lost.

**We believe** in the great commission which our Lord has given to His church to evangelize the world, and that this evangelization is the great mission of the Church.

## THE SEARCH PROCESS

If you, or someone you know, have interest, and meet most of the qualifications described in this profile, please contact us, or recommend that person for consideration, and/or forward this information to them. Thank you.

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.

Hume Lake Christian Camps 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 the Hume Lake Christian Camps Statement of Belief.

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.

For further information on this position, please contact:

Tim Bernstein, President  
Ardent Search Company  
[tim@ardentsearchco.com](mailto:tim@ardentsearchco.com)  
(805) 778-1777 Ext. 114  
[LinkedIn | Tim Bernstein](#)

