



EVERY CHILD IS A  
**MASTERPIECE**  
WORTHY OF BEING SEEN



## CHILD BRIDGE

**EXECUTIVE DIRECTOR**

**OPPORTUNITY PROFILE**



## OUR MISSION

*Child Bridge finds and equips foster and adoptive families for children who have suffered abuse and neglect.*



## OUR STORY

### A BEAUTIFUL FIGHT

*We are in a beautiful fight.*

It started in 2008 with a simple magazine ad that said there are 143 million orphans. That statistic jumped right off the page and stomped on our hearts. It was unfathomable to think that in a world with two billion Christians, there could be such a devastating crisis for the children God specifically calls us to defend.

We learned that if just 7% of today's Christians cared for a single orphan, there would be no more orphans. And with that, Child Bridge was born.



In 2011, God moved in our hearts to become defenders of the defenseless, the abused and neglected. And what better place to start than in Montana—a state known by most people for its breathtaking beauty, but lesser known for the darkness within. With one of the nation's highest per capita rates of children in foster care, we knew our mission to find families to care for these children had to begin right here. The truth is that there are not enough families to care for these innocent children.

We bridge the gap by raising up bold and passionate Christians to do the hard work of caring for the vulnerable in our communities—whether a child's need is a few days, a few months or forever.

# OUR VALUES

## WE ARE FEARLESS

**Our faces are as lions.**

*"They were brave warriors, ready for battle and able to handle the shield and spear. Their faces were the faces of lions." 1 Chronicles 12:8*

## WE ARE AMBASSADORS

**We bear the image of Another.**

*"But you are a chosen people, a royal priesthood, a holy nation, God's special possession, that you may declare the praises of him who called you out of darkness and into his wonderful light." 1 Peter 2:9*

## WE SEE THE UNSEEN

**What can be compels us.**

*"So we fix our eyes, not on what is seen, but on what is unseen." 2 Corinthians 4:18*

## WE GO OUT IN JOY

**Our path is marked by light.**

*"For you shall go out in joy and be led forth in peace; the mountains and the hills before you shall break forth into singing, and all the trees of the field shall clap their hands." Isaiah 55:12*



## **WHAT WE DO:** RECRUIT & EQUIP

**FIND** We advocate for children who have suffered trauma by creating awareness of the crisis and educating potential foster families on how to get started.

**EQUIP** We champion foster families. We empower them at each step of their foster journey by providing the training, resources and tools needed to care for a child who has suffered abuse and neglect.

**CONNECT** Community is an essential part of walking this road. We build connection into everything we do, so you will always have people walking alongside you.



### **FAST FACTS**

- Started in 2008 by Mary and the late Steve Bryan
- Unashamedly and intentionally faith-based to live out the gospel of Jesus Christ
- Revenue 3.4m
- Accepts no government funding.
- 24 full-time staff over eight sites and 53 counties.
- [About Us](#)
- Child Bridge served 439 families that benefited 1000+ children in 2022.
- Child Bridge is involved with 66% of non-kinship placements Montana.

### **RECENT HISTORY & WHY THE POSITION IS OPEN**

The current Executive Director, Jenna Taylor, has served Child Bridge since 2016.

Jenna has been described as the driving force in putting in infrastructure and vision to bring Child Bridge to a place of innovation, scalability, state-wide and national prominence providing intentionally faith-driven excellence in serving abused and neglected children in Montana.

It is with heavy hearts that she is leaving. Jenna was recently engaged and will join her new husband in operating a working ranch in Montana.

Jenna has willingly agreed to assist during the transition, but definitely has her wedding and new life as her priority! Here is a [message](#) from Jenna.

## ORGANIZATIONAL CULTURE

Child Bridge is recognized as the go-to solution for foster and adoptive families in the state of Montana. This nonprofit operates on a three-year rolling [strategic plan](#) and the culture at Child Bridge is best described as “solution oriented.” Their aim is to equip faith-based, trauma-informed, and state-approved families to receive abused and neglected children into homes. Child Bridge looks deeper into difficult circumstances, to address changes in the heart and mind, is what brings true transformation and long-term rehabilitation for children and families. The commitment to care for the whole child goes beyond food to eat and a place to sleep. It involves pastoral care: Biblical counsel, spiritual development, and a trauma-informed parenting approach. The core belief that every child can be helped to change for the better and is the factor that drives the organization. The staff believes that foster care is often a complex process involving long-term investment, ups and downs, joys, and disappointments, but worth every minute. While the leadership and staff are united in their Christian faith, there is diversity in faith traditions and ecumenical backgrounds.

## WHAT OTHERS SAY ABOUT CHILD BRIDGE

- “Daily staff prayer (and Thursday staff lunches!) is a mainstay pillar; while voluntary, we typically have 100% in prayer.”
- “I serve at Child Bridge because it pulled at my heart; ‘Child Bridge has Heart Strings.’”
- “We are nimble and care about excellence yet aware of how ‘being perfect can be the enemy of being most effective.’”
- “Some of our decisions may look quirky, but they will have Christ and grace at the center.”
- “We are a niche within a niche: Foster care + Tribal influence + Governmental Involvement + Trauma Informed Care + Complexity + Faith.”
- “We are quick to praise and pray for each other.”
- “We have seven extremely committed BOD members (all participate in supporting the mission).”
- “We are statewide – we have services in 53 (out of 56) counties and are poised to take the Child Bridge model nationally.”
- “Our current Executive Director drove culture, a hopeful outlook, instituted a sustainable and scalable infrastructure. This is not a turnaround...we are ready to expand and take on the future!”
- “We need a visionary/optimizer (not an entrepreneur) to lead us for the next 7-10 years in all areas while markedly keeping the faith-driven mission in point.”
- “We recognize that without making mistakes there is no innovation. We are encouraged to try new things.”
- “We are encouraged to dream big yet value process and order.”
- “Our mission is aligned and integrated across all segments, from programming to strategy, to policies and procedures, to the heart of each Board member and staff.”
- “Montana’s Governor, Greg Gianforte, [publicly recognized](#) Child Bridge as changing the face of foster care in Montana”

## POSITION OVERVIEW

The Executive Director reports directly to the [Board of Directors](#) and is responsible for serving as the spokesperson for Child Bridge, leading and inspiring a team of twenty-four staff (eight statewide sites) devoted to serving abused and neglected children and to foster a Christ-honoring organization that exemplifies transparency, integrity and accountability.

The successful candidate will be a Christ-centered individual who leads Child Bridge in its ministry of changing lives and changing lives by providing a well-equipped family for every child in their time of need through a solution-based program. The selected candidate will oversee a \$3.4 million ministry (and growing!), twenty-four staff members, cultivate relationships with leaders, donors, and churches throughout the city, and serve more than 1,000 foster care children each year.



## FAITH COMPONENT

Child Bridge considers every staff position to be one of ministry. Therefore, it is essential that the Executive Director, like all other employees, has a personal relationship with Jesus Christ and subscribes to the Child Bridge's [Statement of Faith](#).

# GENERAL RESPONSIBILITIES

## Vision Leadership

In conjunction with the Executive Team and the Board, the Executive Director creates and communicates the vision, purpose, and objectives of Child Bridge’s mission to staff, board members, volunteers, media, and our community. The Executive Director encourages individuals, churches, and businesses to embrace and support the vision.

## Program Leadership

The Executive Director oversees the establishment and implementation of ministry services to foster the transformation of lives by equipping families with the knowledge and skills necessary to create a safe, nurturing environment for the child, all through a biblical lens”

## Fiscal Leadership

The Executive Director oversees fundraising activities and secures the required resources, both financial and material. The Executive Director is also responsible for developing relationships with churches, businesses, community leaders and individuals to foster community support and financial stability.

## Stewardship

The Executive Director is responsible for protecting and cultivating the assets of the ministry, including the development of professional staff, operation within approved budgets and adherence to all financial policies established by the board.

## Advocacy

The Executive Director will have opportunity to interface with governmental (local, county, state, and federal) agencies to elevate and impact foster care and Child Bridge’s scope/reach and influence.



## IDEAL QUALIFICATIONS

- The most significant requirement for this position is a heart for the Lord and for the least, last, and lost through foster care.
- A strong personal relationship and commitment to Jesus Christ, active involvement in a local church, Christ-centered Biblical worldview adhering to the Child Bridge [Statement of Faith](#), Personal Principles, Practices, Policies and Procedures and a commitment to maintaining healthy relationships and accountability.
- Recognized high-capacity and rigorous in their ability to scale existing systems and infrastructure.
- Education - Bachelor's degree in Business, Leadership, Global Studies, Finance, Accounting, Communications, Social Services, Social Work, Counseling, Theology/Christian Education, Nonprofit, or related fields. Advanced degree Business/Leadership preferred.
- Experience interfacing with a Board of Directors and Committees both in being managed and "managing up."
- Strong leadership skills such as motivation, communication, training, discipline, and long-range planning.
- Experience with donor development and financial campaigns in support of overall development strategy.
- Sound judgment and decision-making in meeting organizational objectives.
- Excellent verbal and written communication skills as well as public speaking.
- Able to cast vision, build consensus and implement strategy by empowering others.
- A distinct motivation, ability, and winsomeness to engage and serve diverse populations, some of whom may be reticent to participate in Child Bridge programs.
- Strong degree of financial acumen with a proven track record of supporting operations and organizational budgets over \$5 million.
- 5-7+ years relevant executive leadership experience:
  - Compassion, social welfare, non-profit or transformational ministry
  - For-profit, complex business organization, organization with transferable skills combined significant lay ministry experience.
- Cultivate and maintain professional relationships with ministry, governmental and private agencies that serve the same clientele.
- A "roll up your sleeves" attitude and a joyful willingness to step in to do whatever needs to be done.
- High Emotional Intelligence, coachable, no-nonsense balanced with compassion.



## 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.

Child Bridge 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 Child Bridge.

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:

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