

Human Resources Director

OPPORTUNITY PROFILE

MISSION AND VISION

Turning Point for God was founded in 1982 as the broadcast ministry of Dr. David Jeremiah to *deliver the unchanging Word of God to an ever-changing world*. Over the years, the phenomenal growth of the English broadcast ministry has enabled David Jeremiah's teaching to be translated into multiple languages, taking the ministry's outreach beyond our borders. Today, Turning Point reaches every state in the U.S., covers six continents, and touches people around the globe with the saving knowledge of Jesus Christ.

Turning Point boasts over two hundred employees, supplemented by many volunteers who play pivotal roles in supporting our live events. Turning Point is a 501(c)3 nonprofit organization wholly supported by friends of the ministry and not underwritten by any church or organization. *Bible Strong Partners* make a monthly commitment of support while members of *The Jeremiah Legacy Society* include Turning Point in their planned giving. These extraordinary individuals make it possible for Dr. Jeremiah to teach the whole counsel of God's Word, not bending to political, financial, or topical trends.



LOCATION

Turning Point Ministry for God, headquartered in Lakeside, California, is currently undergoing remodeling while maintaining its operational strength. During the construction of the headquarters, which is due to be completed in 2025, the staff has temporarily relocated to beautiful offices ten minutes away in Santee, California.

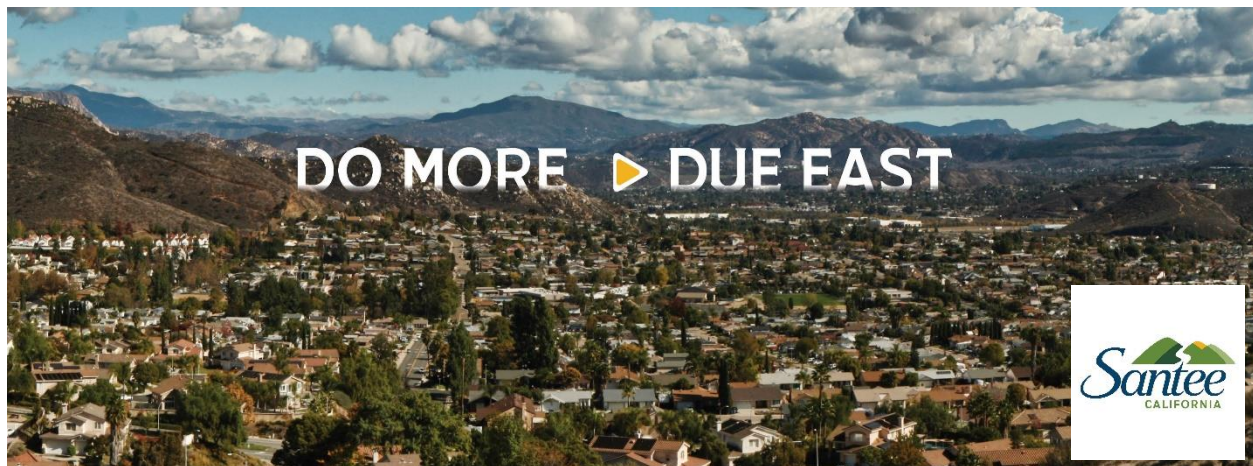


ABOUT SANTEE, CALIFORNIA

Santee boasts a sunny climate, good schools, and small-town friendliness. Santee prides itself on having a lean government that responds to its citizens' concerns. These are among the key attributes of the City of Santee, which in 2022 has an estimated population of 60,037. Quality-of-life issues are important to residents, who simultaneously value the abundance of open space and convenient shopping in the city's retail core. Santee also boasts a low crime rate and a median annual household income of \$94,000 - the highest in East County. Santee is poised to become the first jurisdiction to complete its portion of the cross-county San Diego River Trail. This multi-use path enhances the city's walkability and bikeability.

Santee is ideally located between the Pacific Ocean and the mountains of the Cleveland National Forest. While Santee is considered part of the East County Region, the city is only 18 freeway miles from San Diego's premier beaches. Santee has nurtured a vibrant local economy by providing for a balance of retail, commercial, and residential uses. The

700-acre Town Center district forms a downtown core comprised of business parks and high-density residential and retail businesses that feed off the synergy of the Santee Trolley Square shopping complex and the Metropolitan Transit System trolley station.



Visit <https://www.cityofsantee.ca.gov/home> for more information.

CULTURE

To fulfill its mission, Turning Point for God (TPFG), relies on the dedication of over two hundred staff spanning various disciplines who are committed to spreading the Gospel and providing Bible Strong teaching. At TPFG, staff are encouraged to utilize their unique skills and talents to honor God and make a lasting impact. Within this professional Christian community, staff are empowered to contribute to a relational work environment while upholding the organization's commitment to excellence.

There is a Spirit of gratitude, anticipation, and excitement as they witness the transformative work of God within this global ministry. Despite the demanding nature of managing numerous programs and mediums, the staff finds encouragement and fulfillment in their missional vocation. They are highly motivated and committed to the mission and vision and to carrying out their role with excellence. While they work hard, there is an emphasis on maintaining a strong work-life balance. The atmosphere at TPFG is one of zeal and dedication, characterized by mutual respect and a commitment to fostering meaningful relationships. Collaboration and transparency are deeply valued, contributing to a sense of unity and shared purpose among staff members.

Under the direction of Founder Dr. David Jeremiah and his son, President David Michael Jeremiah, TPFG is invigorating, inspiring, and unique, providing an environment of

professionalism and potential. President David Michael Jeremiah exemplifies a pursuit of excellence, guiding the staff to uphold high standards in their work. TPFPG has established a sterling reputation worldwide, with David Michael Jeremiah serving as the day-to-day visionary leader who makes the mission scalable and effective.

TPFG's entire staff strives to be collaborative, develop vision effectively, and release and empower competent people to do their jobs. TPFPG is entrepreneurial (requiring a level of independence). This is a culture of "all hands helping." Care is taken to ensure staff members treat each other with dignity and respect and foster a healthy climate. This is a position for a team player. Each manager must value people and processes and lead and earn the respect of others.

The ideal candidate for TPFPG will be proactive, energetic, and self-motivated, embodying a hands-on approach to their work. While driven by action, they understand the importance of maintaining a healthy balance between professional responsibilities and personal well-being. As a member of the TPFPG staff, they will embrace the organization's values of collaboration, respect, and servant leadership, actively contributing to its mission of spreading the Gospel and impacting lives for eternity.

DR. DAVID JEREMIAH



In 1981, Dr. David Jeremiah became the senior pastor at Scott Memorial Baptist Church in Southern California, which later became Shadow Mountain Community Church, housing Southern California Seminary and Christian Unified Schools. Concurrently, he embarked on a broadcasting career, launching "The Bible Hour" television program in Fort Wayne, Indiana. He subsequently initiated the acclaimed "Turning Point" television program in San Diego, California, in June 1982. The "Turning Point" radio program followed suit, garnering global coverage since its inception in 1982.

A sought-after speaker, Dr. Jeremiah conducts "Evening with David Jeremiah" rallies nationwide and speaks at prestigious events such as the National Quartet Convention and Phil Waldrep's Senior Adult Celebrations. He is also a prolific author, having penned over 70 books, including bestsellers like "God Loves You: He Always Has – He Always Will," "Jeremiah Study Bible," and "Agents of the Apocalypse."

Beyond his ministerial pursuits, Dr. Jeremiah is known for his special interest in speaking engagements for professional sports teams.

Dr. Jeremiah's multifaceted contributions to ministry, broadcasting, and literature continue to impact audiences globally, embodying a lifelong commitment to sharing the message of faith and hope.

DAVID MICHAEL JEREMIAH



David Michael Jeremiah, the President and Chief Operating Officer of Turning Point Ministry, holds a B.A. in Business Administration and a master's in executive leadership from the University of San Diego. His educational background, practical understanding of ministry and broadcasting, and nearly 30 years of industry experience uniquely position him to lead the organization. Collaborating closely with his father, Dr. David Jeremiah, David Michael

oversees operational direction and contributes to shaping the ministry's visionary direction. With his adept leadership, Turning Point is poised for continued success and impact in the years ahead.

ABOUT/STATS

From a modest beginning over forty years ago, Turning Point is now accessible by three billion people worldwide every day through radio, television, and the Internet.

Radio Stations



- 1,976 domestic radio outlets
- 4,003 radio programs broadcast domestically each day
- Estimated 1.5 million weekly listeners (Nielsen)

Turning Point App



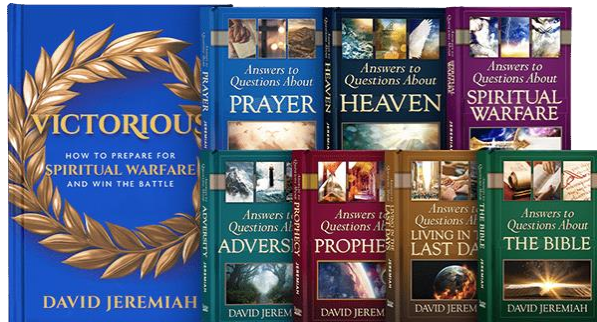
- 1.6 million downloads

Television Stations



- 17 national or regional networks; 160 stations/affiliates
- 1.4 million T.V. households per weekend
- 310,000 TV households per weekday

Books Written



- 122 total – 67 Trade Publishing; 55 Turning Point Publishing

Languages



- 4 billion people worldwide can now be reached because of the 16 languages in which Dr. Jeremiah's teaching is available

WHAT THE EMPLOYEES SAY ABOUT TURNING POINT MINISTRIES AND THE NEW HUMAN RESOURCES DIRECTOR...

- *We are a culture of when we hear someone needs a hand, we all jump in to help.*
- *TPFG has doubled in revenue and reach within the last four years; we run at full speed all the time.*
- *What you see is what you get. There is genuine transparency; we are here because we are genuinely called to the ministry.*
- *We have definite deadlines and timelines, but we love our work.*
- *It would be beneficial if the Executive Leadership Team met regularly in addition to weekly individual meetings with David Michael Jeremiah.*
- *We are at a stage where we need to flatten our organization. The HRD can help advise you on this matter.*

“We do everything top-notch, but grace and kindness prevail.”

- *Good business practices and stewardship are the same.*
- *Annually, we give tenure awards. We have people who have been here 25+ years!*
- *We have fun—we are friends and family-oriented.*
- *We have weekly food trucks all summer—families are invited.*
- *Continual/Planned learning is part of our culture.*
- *We are pretty structured but not legalist.*
- *There is a Jeremiah family dynamic, but it is not family-driven or nepotistic.*
- *It is not a micromanaging environment; we have leeway to lead and enhance.*
- *Sometimes the right hand does not know what the left hand is doing.*
- *TPFG offers great benefits, including full/partial scholarships to Christian United Schools of San Diego for full-time employees.*
- *David Michael Jeremiah has his hand in everything; he will soon need a trusted COO.*
- *David Michael Jeremiah is very busy. It can sometimes be difficult to get face time with him, but he will always respond to texts and emails. The HR Director will have to be intentional about getting time with David Michael Jeremiah.*
- *While we are a nonprofit, TPFG is run in a businesslike manner.*
- *Currently, the hiring process seems slow, so the new Director must have experience streamlining H.R. processes.*
- *David Michael Jeremiah deeply cares about aesthetics and the environment; he wants people to be proud of where they work.*
- *The Executive Leadership Team desires (drives) a balanced corporate-nonprofit faith-driven culture; the HRD will need to consistently integrate best practices.*
- *We do everything top-notch, but grace and kindness prevail.*
- *We are a family but expect nothing less than excellence. H.R. will have its hands full!*
- *No one in the organization is out for themselves; we are corporate-minded but don't have a corporate vibe.*
- *There is no 'we've always done it that way...'*
- *We are empowered to make decisions; it's better to be wrong though well thought-out than to make no decision.*
- *The pain of growth is difficult but overshadowed by grace.*
- *We have a teachable bent.*
- *The HRD will need to pull departments together, eliminate roadblocks, be available but have clear boundaries. Inter-departmental meetings would be good.*
- *We are all proud and grateful to be a part of a huge vision and impact.*

For more information about Turning Point Ministries, please visit: <https://www.davidjeremiah.org/>

POSITION OVERVIEW

Reporting to the President of Turning Point for God (TPFG), the Human Resources Director (HRD) assumes responsibility for leading the H.R. staff and developing robust systems and policies for hiring, training, and managing employees essential for the ministry's success and expansion. The HRD must demonstrate adaptability and competence in navigating the dynamic needs and expectations of the ministry, driven by a deep understanding of and commitment to TPFG's mission and vision.

Collaborating closely with the Executive Leadership Team, the HRD plays a pivotal role in shaping and executing organizational strategy. They must swiftly grasp the intricacies of the ministry's operations to exercise sound judgment, particularly in scenarios where established procedures or precedents are lacking. Possessing intellectual depth, maturity, and effective communication skills, the HRD must adeptly engage with the Founder, President, Executive Leadership Team, Board members, and staff across all levels.

Currently overseeing two direct reports, the new HR Director will have the opportunity to expand the staff through strategic hiring initiatives.

PRIMARY DUTIES AND RESPONSIBILITIES

- Hiring, developing, motivating, and leading the human resources staff to deliver against short and long-term objectives in a growing and thriving ministry.
- Serving as a trusted advisor and partner to the Executive Leadership Team, primarily through designing and implementing management plans, strategies, and values that support the mission, vision, and desired culture.
- Establishing the vision, strategy, and short and long-term plans for recruiting, developing, and retaining top talent.
- Crafting and administering human resources policies and services to improve organizational performance in alignment with the TPFG's goals and objectives.
- Ensuring all employees understand what is expected of them and supporting the desired ministry culture by overseeing and administering human resources policies and procedures, Employee Handbook, job descriptions, job postings, and performance management systems.
- Developing the hiring, onboarding, professional development, and offboarding practices.
- Implementing and overseeing TPFG's group employee benefits programs.

- Partnering with the Insurance Benefits Broker, President, and CFO, analyzing benefits utilization reports, and making timely recommendations to the President about group health insurance offerings, programs, and annual renewals.
- Developing, monitoring, and implementing TPGF's compensation and classification systems.
- Recommending and investing in strategies that lead to increased workforce engagement and satisfaction.
- Coaching, advising, encouraging, and assisting supervisors and employees to work together to resolve workplace conflicts and performance issues.
- Reducing legal risks for TPGF by ensuring compliance with federal, state, and local regulations related to hiring and other employment matters.
- Maintaining a clear grasp of TPGF's business cost challenges and how those might and will change in order to devise suitable measures.
- Championing and adopting reliable and complimentary H.R. technology in partnership with the President and Head of I.T.
- Researching and making recommendations on special projects from the President.
- Performing other related responsibilities as required by the President

IDEAL QUALIFICATIONS

- Bachelor's Degree (required), preferably in Human Resources or related field, or any equivalent combination of education and experience.
- SPHR Certification is desirable.
- 10+ years of progressively responsible experience in Human Resources operations, including supervisory experience, preferably within a nonprofit corporation.
- Exhibit high confidentiality and privacy, especially regarding employee matters and protected information.
- Outstanding organizational skills to operationalize a strategic human resources vision by identifying goals and objectives and specific actions to achieve them, setting priorities, delegating actions to staff members, and influencing upward and laterally to ensure that all needed stakeholders execute critical actions in the plan; ability to evaluate results and adapt the plan, as needed.
- Demonstrated ability to provide strategic and operational management, leadership, and coaching, including creating and managing a budget.
- Experience leading organizational and operational change; ability to prioritize multiple responsibilities simultaneously and delegate appropriately to meet all goals.
- Possesses excellent written and oral communication skills, along with adept networking abilities, enabling effective engagement, inspiration, and education in various settings such as one-on-one meetings, group environments, and written correspondence.

- Stay updated on current and relevant regulations, federal and state laws concerning employees, and employment matters specific to the nonprofit sector.
- Possess an understanding of how this position and the H.R. Staff contribute to the ministry's success, vision, and mission.
- Ability to work some nights and weekends for special events and activities.
- Proficient in M.S. Office applications, CRM, and HRIS systems.

This description reflects management's definition of essential functions, although this list is not all-inclusive of what tasks may be assigned. Turning Point reserves the right to modify job duties or job descriptions at any time.

IDEAL PERSONAL QUALIFICATIONS

- Adaptable and competent at managing the ever-changing needs and expectations of the ministry.
- Possess the intellectual depth, maturity, and skills to work effectively with the Founder, President, Executive Leadership Team, Board members, and staff of all levels.
- Ability to build cooperative relationships with peers, share knowledge, learn from others, and contribute to staff and organizational goals and individual achievements.
- Possess a servant's heart; humble, teachable, willing listener.
- Possess an entrepreneurial spirit, be inquisitive, and possess the ability to think creatively and strategically to solve problems and address challenges as they arise.
- Christ-centered individual who will support our mission to deliver the unchanging word of God to an ever-changing world.

FAITH COMPONENT

TPFG considers every staff position to be part of the mission. Therefore, it is essential that the Human Resources Director, like all other employees, has a personal relationship with Jesus Christ and is in full agreement with the ministry's Statement of Faith.

STATEMENT OF FAITH

The church faith is expressed in that form of doctrine generally held by those known as Baptists, the distinguishing features of which are stated below.

As Baptists, we stand for the supreme authority of the Word of God as the only rule of faith and practice, as opposed to all human traditions.

We stand for the ordinances of Baptism and the Lord's Supper as Christ enjoined them upon His followers; the same in number, in act, in order and in symbolic meaning, unchanged and unchangeable 'til He comes again.

As a New Testament Church, we affirm our belief in the individual priesthood of the believer, in the verbal inspiration and authority of the Scriptures; in the Virgin Birth and essential Deity of our Lord; in His atoning death and bodily resurrection; in His ascension into Heaven and promised endowment of the Holy Spirit; in His personal, visible premillennial return and ultimate and undisputed Kingdom and reign.

We stand for a regenerated and spiritual church, holding that only those who have confessed a personal faith in Jesus Christ as Savior and Lord shall be received into this church or welcomed to its ordinances.

IN CHURCH POLICY WE BELIEVE:

That a Christian Church is a local congregation, under Christ complete, sovereign, and independent.

That Christ committed to each church the sole guardianship and control of the ordinances, i.e., preaching the Gospel, baptizing, and administering the Lord's Supper.

That all church rights and privileges are limited to the discipline of each local church.

That no semblance of ecclesiastical authority can be exercised except by a local church. The local church alone can elect, commission, and depose its officers, receive discipline, and exclude its members.



THE SEARCH PROCESS

If you or someone you know is interested and meets most of the qualifications outlined in this profile, please contact us or recommend them for consideration. Alternatively, you may forward this information to them. Thank you.

Send your resume to the contact below.

Candidates can rest assured that their names will be handled discreetly, and their inquiries will be treated with the utmost confidentiality.

The TPMG is an equal-opportunity employer and does not discriminate based on race, age, color, gender, national origin, familial status, veteran status, or disability. 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 TPFG.

We understand and fully respect the need for confidentiality of information provided by interested parties. Be assured that backgrounds and interests will not be discussed with anyone, including our client, without prior consent. Additionally, reference contacts will not 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

(805) 778-1777

[LinkedIn | Tim Bernstein](#)