



www.agcu.org

Springfield, Missouri

President/CEO Opportunity Profile





President/CEO Opportunity Profile

OVERVIEW

The Assemblies of God Credit Union (AGCU), located in Springfield, Missouri, has been affiliated with the Assemblies of God denomination since 1951. AGCU has approximately 66 employees to assist its members. The credit union has more than 16,800 members and assets of \$145.5 million, giving it the 10th fastest growing membership and the 10th fastest growing assets in Missouri. The AGCU has tripled its net assets over the last ten years, and grew by 50% in the most recent fiscal year (2014) without losing its founding distinctives.

Financial services and ministry are vital to the identity of AGCU. AGCU is both a full service banking institution and a non-profit organization. On the ministry side, AGCU provides scholarships, helps to plant churches, and assists in compassion ministries. On the banking side, AGCU provides high quality financial services with a personal touch to its members. Every member of AGCU holds a share of the credit union. With that share comes membership – and more importantly, ownership. Checking services include no cost share drafts, share certificates with low minimum balance requirements, bill pay services, overdraft protection and overdraft lines of credit. AGCU also provides debit cards, ATMs with no surcharges and prepaid debit cards. For members needing to establish credit, the credit union offers share-secured credit cards.

In addition to auto loans and other types of credit, AGCU can extend real estate loans, as well as check cashing, low-cost wire transfers and money orders. Assemblies of God CU members may also take advantage of student scholarships and tax refund anticipation loans.

Business and professional services include business share accounts, business loans, merchant processing services and payment processing, mortgage processing and the credit union is an approved mortgage seller. Individuals with other financial, savings, and investment needs will be pleased to find health savings accounts and investment products that are offered. AGCU is a part of the CO-OP ATM Network which provides access to one's money at nearly 30,000 surcharge-free ATMs in the United States and Canada, plus deposits can be made to one's account at over 9,000 ATMs configured to receive them.

AGCU has kept up with technological advances, providing a "virtual branch office" that can be accessed via web based banking, phone based audio response, and smartphone. Online features make it possible to file membership applications, apply for a loan, inquire into your account, order checks, open a new share account, manage loan payments, view transactions, make share account transfers, do automatic bill payments, download your account history, get e-Statements, make deposits remotely and make mobile payments. Combined with its operations center and four branches in two states, AGCU stands ready to serve its members and fulfill its mission.

The credit union is run by a volunteer Board of Directors and assisted by a supervisory committee which provides checks and balances to the integrity of the institution. It is classified according to Missouri state law as a 501(c) 14 Chartered Credit Union, Mutual Reserve Fund.



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THE OPPORTUNITY

The opportunity to become the next President of this growing organization presents the challenge and privilege of leading a great team in continuing to provide a superior level of service and competitive products to their members.

Purpose

The President will plan, direct, and control all credit union activities in accordance with credit union plans, policies, directives, and activities as established by the Board of Directors. The President will be responsible for ensuring financial stability and member satisfaction commensurate with the best interest of the members, the employees, and the Credit Union. He/she will provide strategic direction vision, leadership and management in all functional areas.

The Position reports directly to the Board and involves direct supervision of Credit Union operations through a Senior Vice President (Operations) and a Senior Vice President (Mortgage Lending).

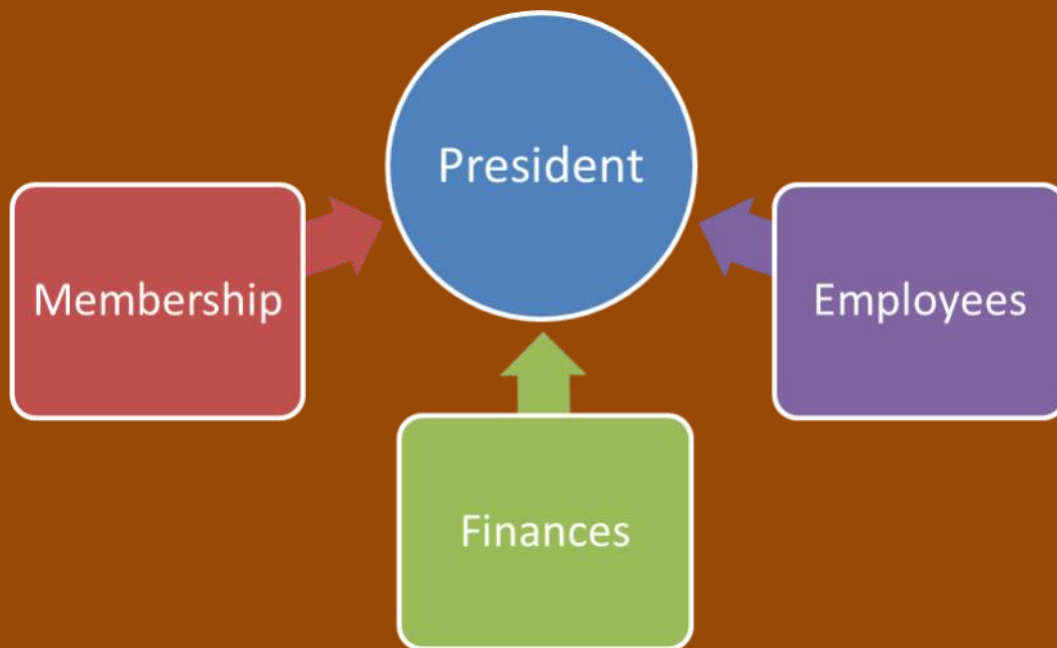
Duties and Responsibilities

- Direct all Credit Union operations, which include planning and implementing programs, policies, and procedures.
- Individually and/or through subordinates, provide strategic and/or administrative direction and management in all Credit Union functions to include: accounting, ALM, business development, compliance, facility management, finance human resources, investments, lending, marketing, operations, retail services, risk management, and security.
- Manage the day-to-day operation of the Credit Union and establish office procedures to use staff and facilities most efficiently, to promote products and services, to provide outstanding member service, and to achieve the goals of the Credit Union.
- Develop, recommend, and implement financial policies and procedures.
- Analyze work flow of the Credit Union on a continuous basis and make changes to improve efficiency and reduce cost.
- Ensure that the Credit Union is in compliance with the federal laws and regulations set forth by the National Credit Union Administration and other State and Federal regulatory agencies.
- Recruit and select quality applicants for management vacancies, ensuring that the

Credit Union is adequately staffed with competent employees.

- Supervise a budget for the Credit Union that is consistent with the overall strategic plan.
- Evaluate the job performance of Credit Union management to ensure quality service to members.
- Conduct management meetings on a regular basis to insure the dissemination of information exchange of ideas, resolution of problems, and discussion of trends.
- Ensure that adequate equipment, supplies, and working space is available.
- Conduct business development activities to promote the growth and development of the Credit Union. Build positive relationships with the field of membership, and with appropriate trade associations and organizations.
- Provide direction to the Board on compensation philosophy. Plan and recommend appropriate wage and salary structure in accordance with that philosophy.
- Plan and oversee the employee benefits program, balancing internal demands, equity in the marketplace, and costs.
- Manage security and safety for the Credit Union, with responsibility to analyze security and safety policies and procedures, and to alert staff of any changes in a timely manner.

THE PRESIDENT'S THREE KEY AREAS OF RESPONSIBILITY



The President must excel in three key areas in order to succeed in this role.

- The Financial goals and operational excellence must continue to be met.
- The membership must be cared for and receive superior service engendering real relationships with members.
- The employees must be led with integrity and clarity of vision, following clear process and inviting buy-in.

NECESSARY ATTRIBUTES

Knowledge

- Be conversant with and supportive of AGCU's mission to its unique faith based field of membership.
- Possess a working knowledge of Microsoft Office Suite; software accounting, comfortable with and open to new technology.
- Have a Bachelor's degree in Accounting or Business Administration, with an MBA - Operations and Finance preferred.
- Have ten or more years' experience with senior management or CEO in banking, finance and/or credit union operation.
- Exhibit knowledge of and experience with legal compliance issues.
- Have experience working for a board.

Skills

- Strong relational, negotiation, and mediation skills.
- Strong communication skills (listening, verbal, written, telephone, email, presentation). Able to present strong and clear vision for the future.
- Ability to frame decisions in a holistic manner and articulate them to other leaders for discussion.
- Strong problem-solver.
- Ability to involve diverse stakeholders in collaborative decision making.
- Highly skilled in building strong collaborative relationships with the Board, communicating key information regularly.

Attitudes

- Passionate for customer service.
- Strategic, seeing the big picture and committed to the AGCU mission.
- An entrepreneurial drive balanced with careful systems implementation and control.
- Possessing a high "EQ"; able to manage own emotions and respond appropriately to the emotions of others.
- Transparent, humble and accountable; able to take constructive feedback without becoming defensive.



Habits

- Self-disciplined, exhibiting sound judgment.
- Detail-oriented and organized, exhibiting great time management and able to multi-task.
- Process-oriented; able to operate in adverse situations creating win-win solutions.
- Disciplined and values-driven in ordering one's life so as to convey integrity and trustworthiness to employees.



LOCATION

Springfield offers a great blend of fascinating attractions, historical treasures, sports excitement and cultural and leisure activities in a welcoming environment. The city offers 102 parks, including a linear trail system that integrates with the city's growing on-street bike route system; an airport; an art museum; a zoo; the Springfield Lasers professional tennis team; the Springfield Cardinals minor-league baseball team and is home to Bass Pro Shops, Missouri State University, Drury Uni-

versity, Evangel University, and Global University, as well as the national offices of the Assemblies of God USA.

THE SEARCH & SELECTION PROCESS

The Search Committee, made up of board members and advisory board representatives, will recommend the candidate to the Board for final selection. The Search Committee is assisted by Bruce Dingman and Dr. Rich Kidd of The Dingman Company (www.dingman.com), an executive search firm that has a successful track record for similar searches.

With input from the Search Committee, this document was created and then sent out to people who might be potential candidates or who might suggest potential candidates. From the people being contacted with this Opportunity Profile, names will be considered. The Dingman Company will consider each applicant who might wish to apply and will then interview the strongest candidates personally, as well as thoroughly check their references. All candidates will go through the same process.

In collaboration with the Search Committee, the list of candidates will be reduced to four or so candidates who will then be interviewed comprehensively by the Search Committee. Following this, one candidate will likely be recommended forward to the Board. Maintaining candidates' confidentiality will remain an important part of the process up to this point. The expectation would be that the person will be on board within a few months after acceptance.



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SUMMARY

This is an opportunity for someone with excellent executive leadership experience, knowledge, people skills and a strong desire to serve the Lord in an environment committed to providing excellent customer service to its members while maintaining its mission.

We fully respect the need for confidentiality with respect to the 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. As part of the process, the candidate will authorize a background check for driving, history, credit, social media, degree verification and criminal records.



Our client is an Equal Opportunity Employer and complies with local, state and federal laws prohibiting discrimination in employment.



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 the business and non-profit worlds nationwide since 1979.



For further information on this position, please contact:

Bruce Dingman, Los Angeles Office

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or

Rich Kidd, Virginia Beach Office

rich@dingman.com

Addendum 1

The AGCU field of membership is open to the following persons:

- The General Council of the Assemblies of God, and any church or other entity affiliated with the General Council of the Assemblies of God or with a District Council of the Assemblies of God; and any employee or officer of any said entities
- Faculty, staff, students, alumni and retirees of Assemblies of God institutions of higher learning
- Credentialed ministers of the Assemblies of God
- Retired employees of the General Council of the Assemblies of God
- Adherents of Assemblies of God churches in the states of Missouri, Oklahoma, Kansas, Arkansas and Texas
- Assemblies of God World and U.S. Missions workers
- Immediate family of an eligible member, such as a spouse, child, sibling, parent, grandparent, grandchild, aunt, uncle, niece, nephew, first cousin, or legal guardian and includes step, in-law and legally adoptive relationships
- Organizations of members may be included subject to board approval
- Convoy of Hope and its employees
- Member groups with 250 or less people, approved by the Board

