



Chief Executive Officer Opportunity Profile

Assisted by
Bruce Dingman, President
Bruce@Dingman.com
Tim Bernstein, Vice President
Tim@Dingman.com
THE DINGMAN COMPANY
818 378-7755



OVERVIEW...a multi-ministry opportunity on the Jersey Shore

On September 10, 1879, four Methodist ministers, Ezra B. Lake, James Lake, S. Wesley Lake, and William Burrell, chose the island as a suitable spot to establish a Christian retreat and camp meeting. They met under a tall cedar tree, which stands today in the lobby of the Ocean City Tabernacle. Having chosen the name "Ocean City," the founders incorporated the Ocean City Association, laid out streets and lots for cottages, hotels and businesses. Camp meetings were held by the following summer and summer services continue uninterrupted to this day.

Today, [Ocean City Tabernacle](#) continues to serve God by providing summer Sunday worship services and Christian concerts in this resort community. Tabernacle-sponsored music, dramas, and other events are solidly Christ-centered, biblical and encouraging; community use is wholesome and purposeful. They also provide off-season after-school tutoring, Bible studies, Christian pre-school, special events, and their facilities are used by visiting churches. Ocean City Tabernacle Trustees statement is "A Christ-focused ministry offering year-round opportunities for worship and spiritual growth to all." Ocean City Tabernacle is "a preaching center where the Gospel of Jesus Christ is central and where the claims of discipleship are proclaimed without reservation."

Located in Ocean City, N.J., the Tabernacle is a popular Atlantic-coast venue for Christian-focused retreats and conferences. The main facility features an 8,000 sq. ft. stage-equipped auditorium with seating for 1,000, an adjacent 4,000 sq. ft. narthex for dining with seating for 250, two classrooms, a kitchen and kitchenette.

The Tabernacle's Kull Youth Center is open for event rentals and youth retreats throughout the year. It features a meeting room and lounge which provides overnight accommodations for up to 100 people. The Kull Youth Center is a popular choice for conferences, musical entertainment or live stage performances, indoor festivals, sporting events and much more.

MISSION

Dating back to Ocean City's earliest beginnings, the mission of the Ocean City Tabernacle has been to serve, support, inspire, strengthen and connect both residents and seasonal vacationers. As the needs of area residents and visitors have grown, the Tabernacle has developed meaningful family-focused programs and uplifting, non-denominational worship services where everyone is made to feel welcome, local children and youth are ministered to, and the Gospel of Jesus Christ is central.



Historically, families came to Ocean City for the summer and perhaps dad worked in Philadelphia or New York during the week and joined the families for the weekend. That's all changed. Now families typically come for a couple weeks. Donations in recent years have not been sufficient and the endowment trust has made up the shortfall.

The Board is committed with the leadership of a new CEO for a three-fold plan: One, keeping the existing programs (and honoring the legacy). Two, enlarging and making the youth and young adult programs robust (there is a substantial number of low income families on the island). Three, showcasing the Son Club program to the summer visitors. The demographic change of more visitors during the summer, is an advantage for larger audiences to experience the OCT programs and be given the opportunity to support OCT financially.

The Board is committed to at least a two-year focus on the youth and young adult programs and rebuilding the Sunday services. This is a turn around. The need is there...the potential donors are there...a solid although small staff is there...the facilities are welcoming...the Board is unified, committed and open to new ideas...the location is excellent...the faith foundation is firmly evangelical. They just need the right leader!

ORGANIZATIONAL CULTURE

Maintaining the unique and deep sense of community among present constituents concurrently with planning and embracing the future is vital to carrying out OCT's vision. Consequently, the right personality fit, someone with a respect for the past and a vision for maximizing OCT's potential, will be a key determinant of whether someone is a candidate for the CEO role.

OCT has an enthusiastic, invigorating, and 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. New ideas are 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 OCT's ministry, with focus on loving God and spreading His message. The team members are a hard-working and a fervent group motivated and committed to the mission and purpose and to carrying out their tasks with excellence. The members are encouraged to be creative and to reach higher within the context of processes and procedures. While this opportunity will likely involve varied hours (including, at times, evenings and weekends), there is an emphasis on maintaining lifestyle balance.



WHAT PEOPLE SAY ABOUT SERVING AT OCT

"...we are not afraid to challenge ideas and shake things up..."

"...Ocean City is considered, 'The Greatest Family Resort'—that's our tagline and it is true..."

"...we are rich in tradition and learn from that tradition while embracing a new vision..."

"...we have massive support from the Board of Trustees...we have awesome community and city support..."

"...we are an all hands-on-deck, pitch-in mentality team—people always go over the top to help..."

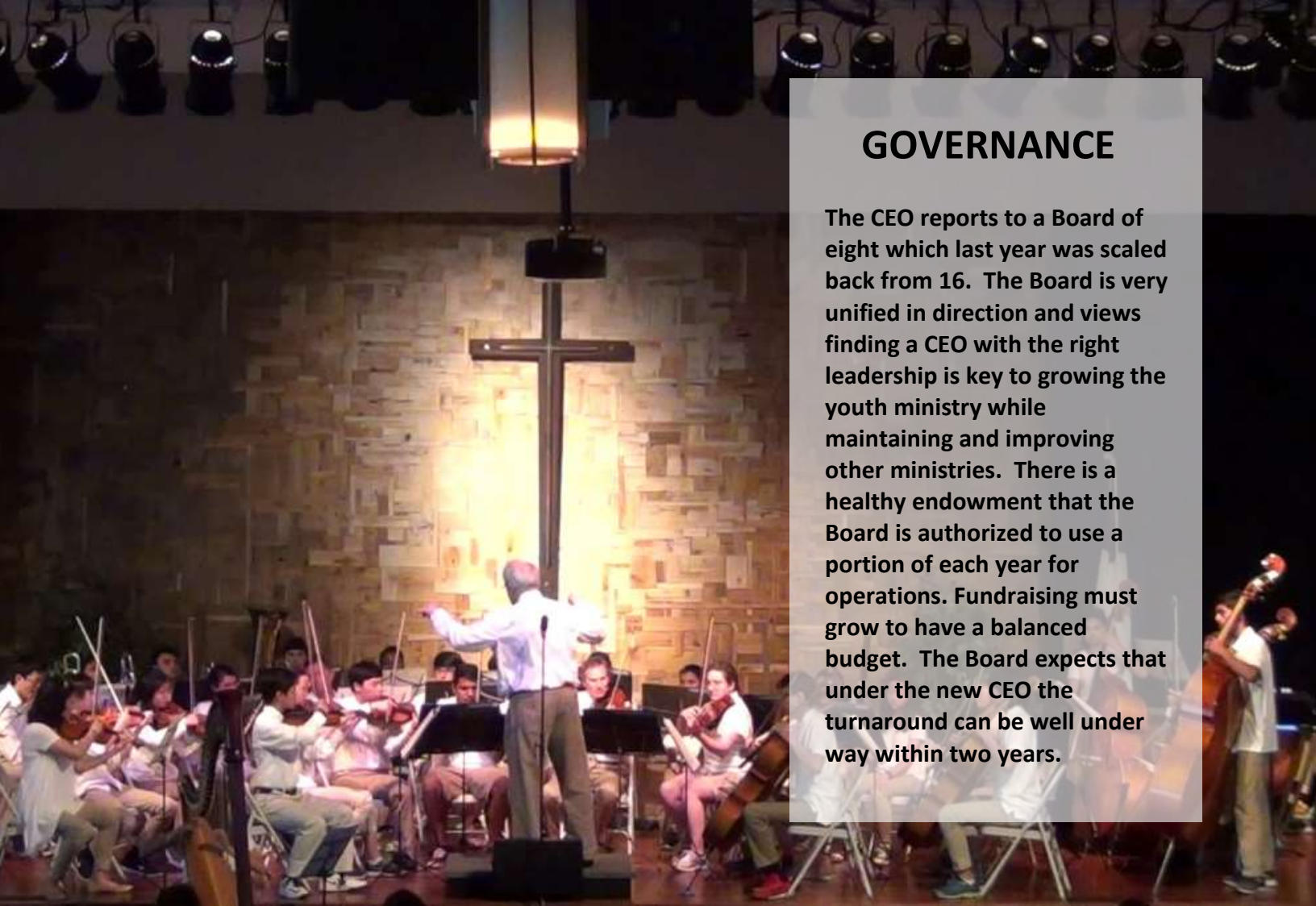
"...we are historically minded but understand the need for new families to sustain growth..."

"...our team is a family—we are meant to be here and to serve the Lord..."

"...our reputation exceeds our little island—to New Jersey, New York, and Philadelphia..."

"...we value our community—we are about our people..."

"...we have 'Christmas Concerts' versus calling them 'Holiday Concerts'"



GOVERNANCE

The CEO reports to a Board of eight which last year was scaled back from 16. The Board is very unified in direction and views finding a CEO with the right leadership is key to growing the youth ministry while maintaining and improving other ministries. There is a healthy endowment that the Board is authorized to use a portion of each year for operations. Fundraising must grow to have a balanced budget. The Board expects that under the new CEO the turnaround can be well under way within two years.

Board Members

Joseph K. Furst

Joseph has worshiped at the OC Tabernacle for at least 60 years. He is married, with two children and two grandchildren. He is a graduate of the Wharton School at the University of Pennsylvania and for the last 40 years has been the general partner of an investment partnership, Furst Associates. In addition to being a trustee of the Tabernacle, he has held various church positions.

Bob J. Hunter, Board Treasurer

Retired Executive VP and CFO of a major international water heater company. Bob is a long-time summer resident in Ocean City. Presently he serves on the board of two additional Christian non-profit organizations and a for-profit company. He has also had a long-term involvement with the Boy Scouts and has served his church in numerous capacities. Married with two grown children and five grandchildren.

Todd Chamberlain

Todd was raised in the Methodist faith and today attends a non-denominational church in Ocean City where he has lived for the past 22 years. He has been involved in numerous Christian non-profits and served in various leadership capacities. He has also volunteered in hospital systems

governance. Todd has spent his career in finance and currently is CEO of a privately held company with operations in real estate, food & beverage and entertainment. Todd and his wife Sarah have four children – including a set of seven-year-old triplets. When not running businesses or chasing children, Todd and Sarah can often be found on their sailboat, “Classroom Management.”

John Shirk

Born 1960. Born again 1993. University of Pennsylvania graduate 1983 Economics & football. Married happily with two children. Managing Partner/Financial Advisor – Fortress Financial in Ocean City, NJ. Trustee OC Tabernacle since 2006 and Elder at a local OC church. Board member Youth with A Mission in Ocean City.

Virginia “Ginny” Weber, Board Chair

Ginny has been on the Board since 1991 and has served as Secretary and is currently the Chair. She was also instrumental in starting and continuation of the Boardwalk Service. Ginny is active in the Presbyterian Church in her home town of Moorestown, NJ as an Elder, a Trustee, including a stint as President, Presbyterian Women and Sunday School. She has served on other non-profit boards in various leadership roles. She has been married to Jim for over 35 years and has three grown daughters. Ginny officiates lacrosse and field hockey after a long career of coaching both these sports and swimming.

John F. Mirenda

John is the Owner and Principal of John Mirenda Construction, Inc. He has worked in the construction industry as a construction manager, general contractor and commercial land developer for over 40 years. He is married with two grown daughters and four grandchildren. John is affiliated with many charitable organizations and is very active in his community. He is a volunteer at the Faith Farm Recovery in Boynton Beach, Florida and an active member on the property committee at the Wycliffe Golf and Country Club in Wellington, Florida. He divides his time between New Jersey and Florida.

Midge Grunstra, Board Secretary

Midge has been a trustee for about ten years. She has been a Real Estate Broker in Ocean City for over 30 years with Goldcoast Sotheby’s International Realty. Board Member of Ocean City Board of Realtors, Past President. Board Member of Atlantic City and County/Ocean City Board, Multiple Listing Service. Masters Degree in Speech Pathology from Montclair University, Montclair, NJ. She practiced Speech Therapy for about 20 years while slowly building a real estate career. Married and the mother of two boys, grandmother of three boys and one girl.

Andrew Halliday

Raised in Ocean City, member of the First Presbyterian Church since 1974 where he has served as a deacon and elder, graduated from Clemson University in 1980. Also served on the Board of Trustees at FCA, Board of Trustees at Gilda’s Club, past Scoutmaster of Ocean City’s troop 52, and Tabernacle Board for the past five years. Commercial Lines Sales Manager at the McMahon Insurance Agency since 1991. Married with three children and two grandchildren.



THE CALLING

A candidate for this leadership role should have made prayer a priority in considering this opportunity and believe the Holy Spirit is calling him or her to pursue this ministry opportunity. First and foremost, the right person will be interested in this position because they believe it is an opportunity for God to leverage their talents for Him. A key part of that calling will be a gifting and passion for the next generation as well as building up the community of believers.

QUALIFICATIONS AND EXPERIENCE

The breadth of abilities and experience needed for the job suggests the right person could come from any number of backgrounds. Perhaps the person is a Pastor or Executive Pastor from a large church with excellent organizational leadership skills...or a businessperson with those same skills but with involvement as a layperson in the church...or someone from Christian camping or conference center leadership... a regional leader with another youth ministry like Young Life, AWANA, CRU or InterVarsity...or from hotel/hospitality management. Even someone from city government or school district leadership might be right due to their experience satisfying diverse constituencies and leading their board and organization in effecting change. The challenge of the role and hours required are high during the summer season.

Mission Focused: The CEO will have a heart for the mission of the organization while at the same time, translating that into how the organization's programs and funding methods might best be accomplished. The CEO will need to stay abreast of what similar organizations are doing that might be good to consider.

Proven Team Leader: The CEO will have demonstrated being an effective supervisor or manager of others (including having done annual performance reviews) and creating and maintaining a cohesive and motivated team. Developing the leadership/supervisory skills of the team is also needed and having worked in a similarly sized and complex organization is helpful. This person's career path will have shown appropriate stability, typically staying long enough to make a significant contribution.

Character: The person must be mature, easily admitting mistakes, open, transparent, authentic, honest, appropriately self-secure, and wanting to do the right thing. The CEO must have a style that is highly approachable, be a good listener, genuine and transparent.



Spiritual Maturity: The person must have a consistent and deep walk with the Lord and a strong prayer life. This leader should be passionate about people coming to faith in Jesus Christ, strive to live a blameless life, and provide spiritual leadership to a team.



Successful Experience in Fundraising: The person will hopefully have been involved in fundraising including program evaluation and implementation as well as experience eliciting support from major donors, alumni and/or foundations. Having supervised a development effort and received excellent results would be ideal. The goal will be to raise donations considerably. There is not presently a professional development function.



Effective Communicator: Representing the organization to many different constituencies will give the opportunity to speak before churches, conferences, and individually with leaders, prospective speakers and donors. The CEO must have shown the ability to move listeners' hearts and challenge their minds.

High Emotional Quotient: This person must have a strong "EQ" - the ability to adjust his or her approach according to what works best in relating to others. The interpersonal skills are crucial when bringing a group of people with diverse perspectives, both with the Board and the staff, to agreement. Being able to motivate

and work effectively with volunteers is an important part of the high EQ.

Compelling Vision Caster: As one of the spokespersons for the organization and team leader, the CEO must be a persuasive speaker and able to motivate effectively and cause contagious enthusiasm for the vision and mission.

Visionary and Strategic: One of the most crucial traits needed in this position is the ability to recognize opportunities for growth or improvement for the ministry, develop buy-in for the strategy, then formulate the tactics and implement them to enable the organization to maximize its potential.

Financial Acumen: This does not require formal education or training in accounting. The person will know how to plan for and track financial progress, so projects and the annual budget are managed prudently. The CEO must provide overarching leadership in financial areas. This person must have shown an ability to grow the mission of an organization, make financial improvement, and have a proven track record of working with committees.

Love People: The CEO must genuinely care about people. This will express itself in the Executive Director's style of taking time to connect with people individually, being a good listener, and having interpersonal skills that quickly make others feel cared for and valued.

Servant's Heart, Leadership, Humble: The CEO must maintain a balance between humility and position of authority, while giving direction and leadership to individuals, groups and movements. The CEO must be willing to do any task yet be good at prioritizing what is the most appropriate use of his or her talents and time.

Collaborative/Alliance Oriented: The CEO will focus on advancing the Kingdom of God without concern about who receives credit, willingly networking with others for the greater good, while always keeping the organization's mission and potential in mind.

Consensus Oriented: The CEO will be an effective team player, involving others in decision-making, knowing how important it is that everyone involved supports the effort. Yet has the courage to make decisions when not everyone agrees.

Decisive, Confronts, Delegates: The CEO will make decisions when sufficient information is available, will readily and sensitively confront people or problems when needed, and will delegate easily when people have the experience, ability and resources for the task. The CEO will keep the appropriate committees informed and solicit their input.

Education: The CEO should have at least a Bachelor's Degree. The desire to keep learning is expected and will demonstrate the value of continued growth.

A Person of Courage: Change within any organization of longstanding is bound to meet with some resistance. With the changing demographics there are significant challenges regarding how the organization's ministries and funding are accomplished which would demand that this individual be a person of courage, sensitive yet persistent, and willing to work to help others to see the vision and the need to change.

Open to New Ideas, Willing to Take Calculated Risks: The CEO must be progressive and willing to try new things because maximizing opportunity and reaching as many as possible for the Lord is not about doing what is comfortable or maintaining the status quo.

Willingness to Relocate: The CEO is expected to live in Ocean City (or the Ocean City area). There is a temporary one-bedroom apartment available. The cost of housing in this beach front town is fairly expensive.

Volunteers: The CEO will understand and have experience working with volunteers.

THE JOB DESCRIPTION

The CEO shall be responsible for the implementation and management of the mission and policies of the association as established by the Board of Trustees. He or she will report to the Chair and the Board of Trustees of the 501(c)(3) religious organization, and direct reports will include a small staff in Programming, Operations, Finance, Music, Youth, and Administration. The CEO shall work in close coordination with the Board of Trustees' committees and committee chairs. He/she is responsible for staffing all employee positions within the job descriptions and compensation guidelines established by the Board. The CEO represents the organization to the public in a variety of venues, both secular and faith-based.



Specific Job Functions

Leadership

- Provides general leadership for the organization based on the vision established by the President and Board of Trustees and acts as a representative of the ministry.
 - Provides leadership to the development of new programs for people of all ages and stages of their Christian walk.
 - Initiates and supervises marketing and publicity for the organization.
 - Supervises the work of numerous distinct programs: Sundays at the Tabernacle, Summer Speaking Series, special events, camps/retreats, VBS, Son Club, the Boardwalk Ministry, and the Ark Pre-school.
 - Guides the development of the spiritual and professional lives of staff.
- Serves as the main point of contact between the organization and local churches and ministries, supporting the work of the local church and building relationship for the furtherance of the gospel. Promotes the organization's activities in the context of this relationship network.
 - Maintains current awareness of nationally recognized speakers and ministries, seeking to build appropriate alliances with the organization.
 - Acts as the main point of contact with Sunday speakers and Bible Hour teachers, communicating the mission of the organization and providing a framework in which the speaker understands their role in accomplishing that mission.
 - Has responsibility for community relations.

Board

- Attends board and committee meetings. Provides recommendations and reports as needed.
- When authorized by the Board Chair, serves as the organization's spokesperson to the media and others.

Administration

- Leads the preparation of the annual budget.
- Holds staff accountable to their budgets and work plan.
- Conducts annual reviews of direct reports including a compensation review.
- Prepares and coordinates details for worship and other events in conjunction with appropriate staff and committee chairs.

Development

- The CEO will provide strategic direction, focus, and management for all development activities including donor acquisition, growth, retention, program enhancement/changes, and nurturing in the context of biblical stewardship.





OCEAN CITY is known as a family-oriented seaside resort offering miles of guarded beaches, a 2.5 mile boardwalk with classic attractions. A 140-foot Ferris Wheel can be seen from miles around, with views of Ocean City and the surrounding communities from the top. Other rides include roller coasters, carousels, bumper cars, water rides, and 11 miniature golf courses. Shops sell souvenirs and snacks, such as cotton candy, popcorn, pizza, and ice cream. Other boardwalk activities include enjoying the sunrise with a leisurely walk, a brisk jog, a bike tour, a ride on a surrey cart, or a meal at one of the many ocean front cafes.

The Travel Channel rated Ocean City as the *Best Family Beach of 2005*. It was ranked the third-best beach in New Jersey in the 2008 Top 10 Beaches Contest sponsored by the New Jersey Marine Sciences Consortium. In the 2009 Top 10 Beaches Contest, Ocean City ranked first. Ocean City is a "dry" city...no alcohol is sold or served in the city.

The local school system has approximately 2,200 students and almost half are given financial assistance for school meals due to financial need. There is also government subsidized housing. There are many disadvantaged children and currently about 150+ K-8 students are in the Son Club.

SEARCH AND SELECTION PROCESS

Bruce Dingman and Tim Bernstein will conduct the search on behalf of the Dingman Company, Inc. an executive search firm which has a successful track record of similar searches www.dingman.com. This opportunity will be shared with people who might be potential candidates or who might know potential candidates. The search firm will establish a list of interested and qualified persons and then conduct follow-up telephone calls.

Those candidates holding strong promise will prepare a detailed resume and respond to a Candidate Questionnaire. The search consultants will then conduct personal interviews of the strongest, most appropriate candidates and the candidate's spouse will be invited to join in that interview. The next step will include checking candidate's references, verifying degrees, and completing a background check.

In collaboration with Ocean City Tabernacle Board search committee, the list of candidates will be narrowed to approximately four individuals who will then be interviewed comprehensively by the search committee.

The Dingman Company, Inc. is a retained executive search firm devoted exclusively to serving our clients in matters of executive selection. While many of our assignments are in the corporate sector, due to our faith, we also serve many non-profit organizations who are followers of Jesus Christ.

Our client is committed to a process that represents equal opportunity employment and does not discriminate in any way based on gender, race, age, color, national origin, veteran status, medical condition, or physical or mental disability. However, for searches on behalf of religious organizations, candidates will be evaluated based on that organization's theological beliefs and religious practices.

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 generally be made until mutual interest has been established. Reference checking will require the candidate's permission to access third parties. The search consultant and the search committee will be cautious and sensitive as needed in trying to preserve any candidate's anonymity.

For further information on this position, please contact:

Initial contact: Tim Bernstein

Vice President

Tim@dingman.com

805 778-1777 x 14





Ocean City Tabernacle Statement of Faith

1. We believe the Bible to be the inspired, the only infallible, authoritative Word of God.
2. We believe that there is one God, eternally existent in three persons: Father, Son and Holy Spirit.
3. We believe in the deity and humanity of Christ, in His virgin birth, in His sinless life, in His miracles, in His vicarious and atoning death through His shed blood, in His bodily resurrection, in His ascension to the right hand of the Father, in His present rule as Head of the Church and in His personal return in power and glory.
4. We believe that for the salvation of lost and sinful men regeneration by the Holy Spirit is absolutely essential.
5. We believe in the present ministry of the Holy Spirit, by who's indwelling the Christian is enabled to live a godly life.
6. We believe in the resurrection of both the saved and the lost, they that are saved unto the resurrection of life and they that are lost unto the barrenness of damnation.
7. We believe in the spiritual unity of believers in our Lord Jesus Christ, with equality across racial, gender, and class differences.