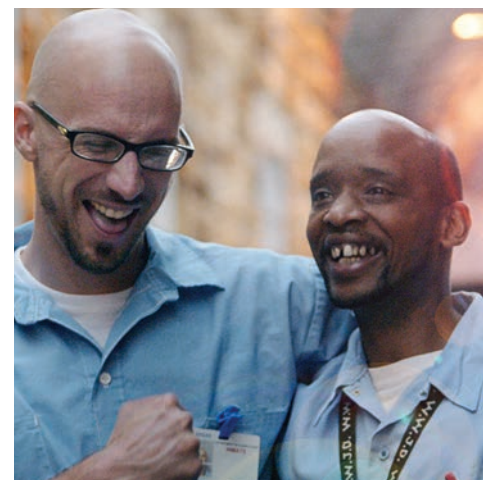




CHIEF EXECUTIVE OFFICER

OPPORTUNITY PROFILE



PRISON
FELLOWSHIP

OVERVIEW

Prison Fellowship is the nation's largest outreach to prisoners, former prisoners, and their families, and a leading advocate for criminal justice reform. Driven by the conviction that all people are made in the image of God, it brings restoration to those affected by crime and incarceration in all 50 states. It offers the hope and healing of the Gospel as it facilitates accountability, rehabilitation, and re-integration for those convicted of crimes; it supports children with incarcerated parents and those returning to communities; and it calls for a justice system that protects communities, respects those harmed by crime, and transforms those responsible for it.

Prison Fellowship is now facing a nexus of opportunities unprecedented in its 40-year history. State departments of corrections are requesting more support; legislators at the federal and state levels are crossing party lines to support criminal justice reform; America's churches are eager for tools and training; and the American public is demanding more restorative responses to crime. Prison Fellowship needs a passionate, proven organizational leader who shares its belief that no life is beyond the reach of God's grace. The right candidate will bring strategic thinking, courageous innovation, and organizational aptitude to leverage the ministry's extensive resources, capitalize on current opportunities, and expand this critical ministry of second chances.



OUR PASSION

"CONTINUE TO REMEMBER THOSE IN PRISON AS IF YOU WERE TOGETHER WITH THEM IN PRISON." — HEBREWS 13:3

Prison Fellowship believes that a restorative approach to prisoners, former prisoners, and all those affected by crime and incarceration can lead to safer, more flourishing communities. Firmly grounded in the truth of the Gospel, the ministry believes that Jesus — Himself brought to trial, executed, buried, and brought to life again — offers hope, healing, and a new purpose for each life. He can make even the most broken people and situations whole again. Through an amazing awakening to new hope and life purpose, those who once broke the law are transformed and mobilized to serve their neighbors, replacing the cycle of crime with a cycle of renewal.

OUR VALUES

Prison Fellowship aspires to uphold the following values in all its interactions with others:

- Respect the dignity of all people
- Equip others to greater potential
- Serve with humility
- Trust through transparent collaboration
- Obey God and His Word
- Rely on prayer
- Excel in all we do

OUR IMPACT

25,000+

prisoners participating in Prison Fellowship classes each month.

11,000+

ministry volunteers across the U.S.

300,000+

children connected to a church or organization in 2015 to receive the Gospel and a Christmas gift on behalf of an incarcerated parent.

LEGACY OF CHUCK COLSON

The story of Prison Fellowship's founder is a testimony to God's grace and mercy. Chuck Colson, President Nixon's "hatchet man," served time in a federal prison camp where he felt led by God to honor a promise he made to remember prisoners and their families. That promise grew into the world's largest family of prison ministries.



In 1974, Chuck Colson, a former top aide to President Nixon, pled guilty to obstruction of justice. Shortly after his conversion to Christianity, he served seven months in Alabama's Maxwell Federal Prison Camp.

Colson emerged from prison with a new mission: mobilizing the Church to minister to prisoners. He founded Prison Fellowship in 1976. Since then, the ministry has grown steadily in breadth, depth, and impact. In recognition of his work among prisoners, Colson received the prestigious Templeton Prize for Progress in Religion in 1993.

Chuck Colson also founded Prison Fellowship International and the Colson Center for Christian Worldview, that today are independent ministries but also close collaborators with Prison Fellowship.

"I found myself increasingly drawn to the ideas that God had put me in prison for a purpose and that I should do something for those left behind."
- Chuck Colson, *Born Again*

On April 21, 2012, Chuck Colson passed away. His legacy continues, however, in the work of Prison Fellowship, and in the lives of the many people his ministry has touched.

WHAT WE DO

RESTORING PRISONERS

Prison Fellowship staff and volunteers are in hundreds of correctional facilities each day sharing the Gospel, spreading hope, and teaching life-changing classes. Through its evangelism events, the ministry introduces incarcerated men and women to a new future in Christ and nurtures their spiritual growth with Bible studies, discipleship courses, and seminary-level classes. Prison Fellowship also offers holistic pre-release programs that train prisoners in new ways of thinking and living—whether inside or outside of prison. In some states, Prison Fellowship provides programming for faith-based dorms where prisoners undergo intensive rehabilitation immersed in a caring Christian community. As a result of these programs, prisoners use their sentences as a time to repent, grow, and find a new identity and purpose in Christ—with Prison Fellowship staff and volunteers as their guides.



EMPOWERING GREAT WARDENS

Wardens are the CEOs of their prisons; they hold the key to transforming correctional facilities into havens of moral rehabilitation for the incarcerated men and women under their care. Prison Fellowship's Warden Exchange program equips wardens to be transformational leaders in their facilities. Warden Exchange brings correctional leaders together in a network of support, innovation, and sharing of best practices. This program is helping wardens all over the country to fulfill their mandate to create more rehabilitative prisons that promote human dignity and public safety.



MINISTERING TO FAMILIES

Children often feel frightened, abandoned, or ashamed when their mom or dad goes away to prison. But Prison Fellowship's Angel Tree program is there to help. Church volunteers around the country provide children with the Gospel message, a Christmas gift, and a personal message on behalf of their incarcerated parent. Through Angel Tree, churches are coming alongside families of the incarcerated at Christmastime and beyond while their loved ones are away, including through Angel Tree Camping and mentoring relationships.



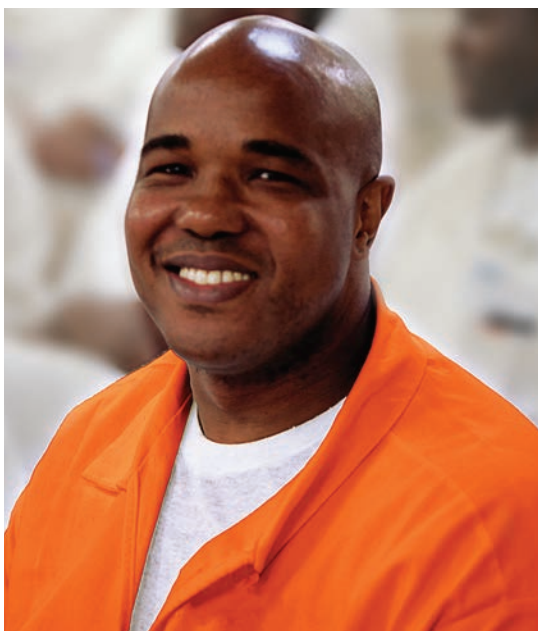
WHAT WE DO

SUPPORTING SUCCESSFUL REENTRY

Each year more than 600,000 men and women return to their communities from prison. Upon their release, Prison Fellowship works to connect men and women with networks of local community resources, including churches. The ministry also promotes second chances—such as access to employment, education, and housing—for those who have paid their debt to society and now want to contribute to their families and communities. The Second Prison Project, a new movement sponsored by Prison Fellowship, is working to reduce the burden of legal and social barriers affecting the formerly incarcerated and unlock the full potential of people with a criminal record.

ADVOCATING FOR RESTORATIVE JUSTICE REFORM

Prison Fellowship believes that all people are made in God's image and have inherent worth. A criminal-justice system based on biblical truths will respect the dignity of all people affected by crime and incarceration and seek their restoration. The Prison Fellowship advocacy team works closely with legislators, the media, and community thought leaders to help reform our system to provide a more just experience for all parties involved—so that communities are safer, victims are respected, and people convicted of a crime are transformed. Prison Fellowship is mobilizing its national network of advocates to work together for justice that restores.



THE OPPORTUNITY

In the next 10 years, Prison Fellowship intends to double its budget from \$40 million to \$80 million. In the last four decades, the ministry has seen countless miracles of God's grace in the lives of those affected by crime and incarceration. Now, presented with the opportunity to carry out more transformational ministry than even before, they are seeking the man or woman who can lead them into the future.

SUCCESSFUL ADVOCACY. In recent decades, Prison Fellowship has become a leading, credible voice for restorative criminal justice reform on Capitol Hill and in state legislatures from coast to coast. The momentum for reform is building; last year, Prison Fellowship's network of grassroots advocates contacted legislators more than 5,000 times to request reform. As a result, they saw dozens of legislators sponsor bills that reflect biblical values and offer sensible, cost-effective strategies to reducing crime. In 2014, the Colson Task Force on Federal Corrections, named after Prison Fellowship founder Chuck Colson, was created by Congress to examine the challenges of the federal prison system. This bipartisan panel of experts, which included Prison Fellowship's head of advocacy Craig DeRoche, recently presented their recommendations to the president, Congress, and Department of Justice.

GROWING CHURCH ENGAGEMENT. Visiting those in prison and restoring people through the Gospel has always been at the core of the Church's calling. Prison Fellowship has been gratified to see growing interest among pastors and churches who are re-discovering this biblical mandate. Already, thousands of churches minister to prisoners' children and families through the Angel Tree program; many more are deepening their commitment as they help to re-integrate former prisoners and advocate for justice that restores.

PUBLIC ATTENTION. At this moment in our national history, there is a growing receptivity to multi-dimensional depictions of men and women behind bars (*Orange Is the New Black*, *Making a Murderer*, etc.) Though some of these pop-culture phenomena are sensationalized, they reflect real interest in prison culture and the need for reforms to the justice system. Major media outlets are also paying sustained attention to the people affected by crime and incarceration. Prison Fellowship is leveraging its decades of experience, its clarified mission and vision, and its unique position in the marketplace of ideas to help shape this national conversation.

TRUST AND ACCESS. After decades of explosive prison growth and low rates of rehabilitation, state departments of corrections are looking for ways to improve their outcomes. Viewing Prison Fellowship as a trusted, expert partner—not just a collection of religious volunteers, many state-level leaders are asking the ministry for additional support and programming. In some prisons, Prison Fellowship manages programming for entire faith-based units that make facilities safer and more restorative for all.

CROSS-GENERATIONAL APPEAL. Prison Fellowship has long had a foothold with Baby Boomers who are now inheriting wealth, sharing generously, and volunteering their time and life experience in their retirement years. The ministry is also well-poised to appeal to younger Christians who emphasize justice, mercy, and making a concrete difference in their communities as they live out the Gospel message.

POSITION RESPONSIBILITIES

1. Serve as a spokesperson for Prison Fellowship.
 - Represent Prison Fellowship at public events as a poised, skilled communicator with a genuine passion for prison ministry.
 - Form partnerships with key stakeholders in the corrections industry, the church community, and the political arena to advance ministry goals.
2. Provide organizational leadership internally for Prison Fellowship staff and volunteers.
 - The CEO will lead the Senior Leadership Team, consisting of:
 - SVP Administration and Development (Interim CEO)
 - SVP Field Operations
 - VP Marketing and Communications
 - SVP Advocacy and Public Policy
 - The CEO will report to the Board of Directors through the Chairman.
3. Inspire a culture of generosity to support the long-term goals of Prison Fellowship
 - Develop long-term relationships with key donors.
 - Take the lead on fundraising campaigns to major donors.
 - Expand the base of prayer and financial partners in support of Prison Fellowship.

CORE COMPETENCIES

KNOWLEDGE

- Knowledge of best practices in leadership and management, along with proven ability to bring strategies, innovation, and organizational leadership to help organizations leverage opportunities.
- Robust Christian worldview and understanding of Biblical principles.
- Wide personal network of prospective donors desirable.
- Knowledge of current trends in prison ministry and restorative justice reform would be ideal but not necessary.

SKILLS

- Demonstrates ability to develop relationships within the team, creating contagious enthusiasm that motivates people.
- Focused on outcomes, with a track record of successful execution.
- Skill at raising resources from donors, “making the ask” in person or in writing, seeing themselves as one of the chief fundraisers of the organization.
- Presents compelling messages to small and large groups. Can communicate the Prison Fellowship story in a way that inspires generosity and engagement.
- Thinks strategically; senses trends impacting Prison Fellowship future ministry activities.
- High emotional intelligence, including awareness of the emotions of self and others, demonstrated through effective listening, attention to non-verbal cues, tact, patience, and courtesy.
- Business acumen for accurate forecasting and effective resource management.

POSITION RESPONSIBILITIES

ABILITIES

- Demonstrates maturity. Accepts accountability for own behavior. Learns from personal mistakes. Acts swiftly to accept responsibility and corrects errors.
- Effective organizational leader who has brought growth, professionalism, and vision to an organization.
- Possesses gravitas. Exudes a sense of credibility and integrity. Engenders trust.
- Ability to energize and inspire churches and volunteers, as well as prayer and financial partners.
- Innovative. Handles change smoothly. Fosters creativity in others.
- Ability to develop and express genuine passion for prison ministry and Prison Fellowship mission and values, and ability to communicate Biblical truths.
- Establish rapport and maintain respect with leaders and members of all Christian denominations, focusing on issues that unite rather than those that divide.
- Ability to demonstrate transparency with all Prison Fellowship stakeholders, staff (management by walking around), prisoners, Board members, etc. Prison Fellowship values authenticity and even brokenness.
- Ability to humbly keep ego in check and assist others to collaborative teamwork.
- Ability to identify talent; possesses proven history of developing leaders.
- Leveraged leader who delegates effectively in a cross-functional organization.
- Ability to work with a Board; knows how to influence effectively.

THE CANDIDATE:

QUALIFICATIONS AND EXPECTATIONS

- It is expected that employees of Prison Fellowship are committed followers of Jesus Christ who have a desire to grow in their personal faith and to see others do likewise. Prison Fellowship seeks a candidate with spiritual depth and commitment demonstrated in their daily life.
- Theological compatibility with the Prison Fellowship statement of faith.
<https://www.prisonfellowship.org/about/beliefs/statement-of-faith/>
- Bachelor's degree required, relevant master's degree a plus.
- Ability to establish a residence in the Northern Virginia area is required (Prison Fellowship's Lansdowne, Virginia, headquarters is 35 miles northwest of Washington, D.C.).
- Availability for travel 25 to 50 percent of the time.



THE PROCESS

SEARCH AND SELECTION

The Prison Fellowship Executive Search Committee, made up of Prison Fellowship Board members and senior staff, is charged with vetting candidates for the CEO position. The committee is assisted by Dr. Rich Kidd and Bruce Dingman of The Dingman Company. The Dingman Company will explore a broad network to suggest potential candidates.

This thorough search will include consideration of many names and subsequent review of résumés. When appropriate, candidates will be asked to respond to questionnaires and have telephone interviews with Dingman Company search consultants. Those holding the most promise will be interviewed in person. Next, references and backgrounds will be checked, degrees will be verified, and an extensive candidate profile will be prepared by the search firm.

When a preferred candidate is determined, the candidate and his or her spouse (if applicable) will have an opportunity to meet the committee.

Our client is an equal opportunity employer and does not discriminate on the basis of race, age, color, sex, national origin, or physical handicap. As a religious nonprofit organization, Prison Fellowship may make decisions on the basis of faith, as will The Dingman Company as the agent of Prison Fellowship.

The Dingman Company fully respects 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.

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 world nationwide since 1979. While many of our assignments are in the corporate sector, due to our Christian faith, we also serve many nonprofit organizations in the Christian community.

For further information or to apply for this position, please contact:

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Remember those in prison