



PRESIDENT OPPORTUNITY PROFILE

Assisted by

Bruce Dingman

President

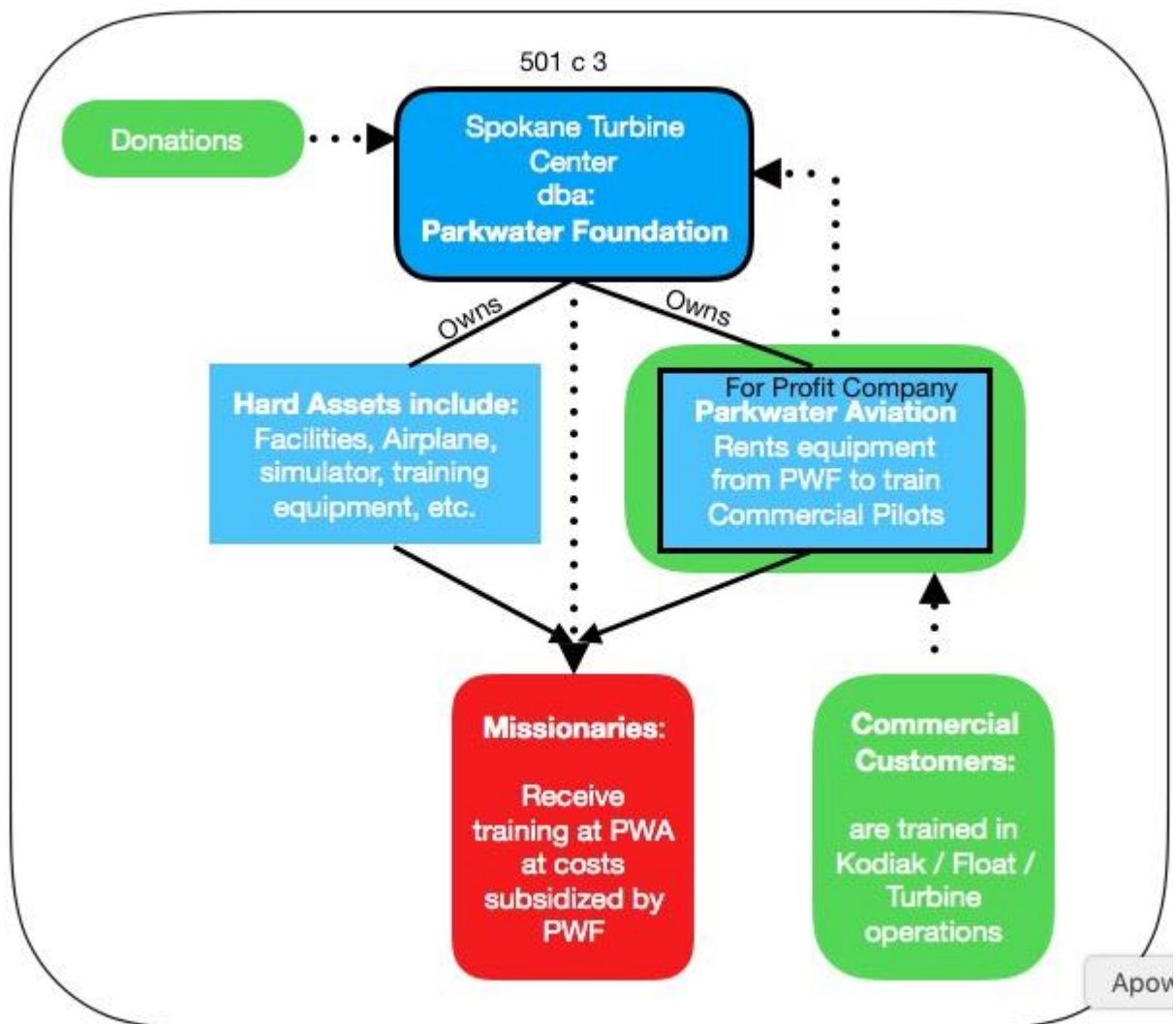
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Organizational Overview

Parkwater Foundation is a religious non-profit 501 c 3 organization located in the heart of the Pacific Northwest. Parkwater Foundation, (a DBA of [Spokane Turbine Center](#) and the for-profit subsidiary, [Parkwater Aviation](#)), offers high quality, cost-effective training on the Quest Aircraft (manufacturer) Kodiak plane to missionary pilots and aircraft mechanics and to pilots in general aviation. They strive to train the current and next generation of pilots to operate these new technically advanced turbine aircraft safely and efficiently.



For more information see the [Overview](#) and [Training](#) Videos.

The Kodiak

Quest Aircraft describes this unique plane as, “Although the company’s founding may be rooted in humanitarian aid, it did not take long for the rest of the world to realize that this ultra-modern, ultra-safe and extremely durable plane had a place in business and general aviation. The Kodiak fills a niche somewhere between helicopter and business jet — able to haul cargo or passengers, takeoff under 1000 ft. and fly 1100 miles with only one pilot and with amazing economy. It is the only sport utility vehicle with wings.”

The Kodiak is the first Short Take-Off and Landing (STOL) to be manufactured in fifty years. Manufactured in Sandpoint, Idaho, the Kodiak’s production started in 2007, the same year that the Spokane Turbine Center was founded. Able to land or take off with a full load, the Kodiak is much in demand for remote locations. Major markets just starting to buy the aircraft include China, Thailand and India.

Read information on the [Kodiak](#).





The Opportunity

A great spirit of commitment to the mission exists by the board and staff members, to assist the Lord's work by supporting access to otherwise highly inaccessible areas using the Kodiak.

The vision is by offering the same training service to the general aviation market at appropriate commercial pricing, a profit can be generated to offer the training at a heavily discounted price to Christian mission aviation partners. This is the only organization offering training on Quest's Kodiak aircraft.

Current revenues of under \$3 million, with 1/6th coming from mission aviation partners and the rest from general aviation clients, the goal is over the next five years to grow to \$10 million in revenue with \$1 million from mission aviation partners and \$9 million from general aviation clients. To reach that level, growth will come in two ways...growing the sales of current products and wise strategic decisions to add new services.

Such opportunities might include:

- Opening a training site in South Asia
- International commercial opportunities in China

What makes this opportunity so special?

- The mission...a unique service supporting the Great Commission
- A great one-of-a-kind product...a STOL aircraft with the latest technology and best-in-class design
- A great market opportunity...a growing market, no competitor and great difficulty of entry into the market for a new competitor
- A dedicated, professional and “called” team
- A supportive, committed board of directors
- Spokane is a great place to live
- Momentum...the organization is off to a great start and is anticipating significant growth

It is preferred that the President be based in Spokane. Travel will likely be in the 30-40% range as strategic relationships are developed with both clients and partners. A fair amount will be international travel.

Candidates having strong leadership experience with five or more years to give will be considered.





The Position

The President leads the strategy and sets the tone for the organization and its goals.

The President will provide leadership to promote the mission and values of Parkwater and to acquire, cultivate and retain customers to raise revenues to reach the organizational goals. Working with donors to support strategic growth initiatives will also be part of the role.

Reporting to the President is a small, cohesive team of seven full-time and two part-time:

Operations Manager/Team Lead

Book-keeper (Part-Time)

Associate Maintenance Instructor (New Hire)

Associate Instructor

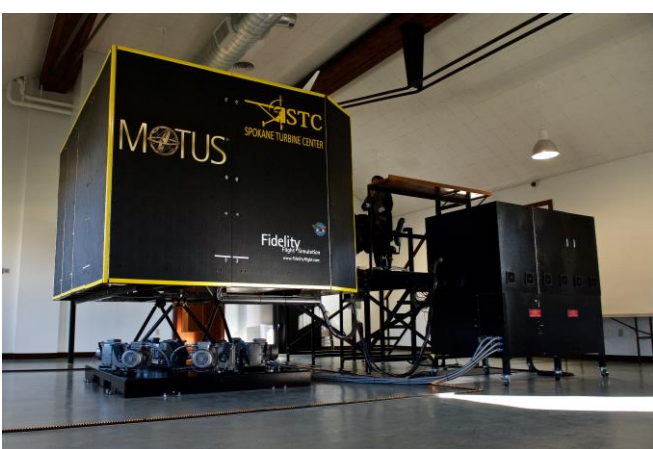
Instructor/Chief Pilot

Associate Instructor (New Hire, contracted through May 2018)

Administrative/Receptionist (Part-Time, leaving December 31, 2017)

Training Administrator

Customer Account Manager



Responsibilities

- Serve as a spokesperson by representing Parkwater Foundation at public events as a poised, skilled communicator with a genuine passion for Parkwater.
- Form partnerships and develop long-term relationships with key stakeholders.
- Demonstrate maturity, being accountable for own behavior and learning from mistakes — acting swiftly to accept responsibility and correct errors.
- Effective organizational leader to bring growth, professionalism, and vision to the organization.
- Possess gravitas, exude a sense of credibility and integrity that engenders trust.
- Handle change efficiently. Foster creativity in others and is innovative.
- Establish rapport and maintain respect with leaders and organizations.
- Demonstrate transparency with all Parkwater stakeholders, staff and board members — Parkwater values authenticity.
- Oversee the team and assure that the organization's strategies are defined and implemented — collaborate with organizational leadership.
- Responsible for the utilization of resources.
- Assemble necessary resources for approved programs and initiatives.
- Develop the annual budget based on corporate policy, process and agreements in collaboration with the board.
- Assure that the financial management, stewardship and human resources are consistent with corporate policies, goals and objectives.
- Evaluate strategy results and provide periodic reports to the board.
- Participate in hiring competent personnel through interviewing, orienting and training employees; planning, assigning, and directing work; mentoring and appraising performance within the corporate policy, the guiding principles and ministry ethos.
- Assure strategies for staff development and an organizational culture that is customer-centric, effectively networked, creative and timely in responding to customers' needs and product development opportunities.

Professional and Personal Qualifications

- The President must feel a personal calling to this role and mission.
- Proven experience in growing a small to medium-sized for-profit organization in revenue and profits.
- It would be beneficial if the person has a personal connection with aviation, in particular mission aviation. To be accepted easily as “one of us” this person should have a growing passion for aviation.
- Active in a local expression of the body of Christ.
- Evidence of a genuine, personal relationship with Jesus.
- Unquestionable integrity and an interpersonal style that easily engenders trust.
- Meets the biblical and spiritual qualities for leadership and being an elder.
- Excellent interpersonal skills and the ability to interact diplomatically with diverse supporters and groups.
- Charisma which causes “contagious enthusiasm” when casting the vision or making the sale.
- Effective EQ, the self-awareness of what one is feeling, thinking and doing, and the ability to sense the same in others and modify his or her approach to develop a cooperative/energized spirit.
- Can-do, positive attitude and team orientation.
- Ability to develop a strong team within departments and across departmental lines. A leadership style that gets results through influence rather than through authority.
- Ability to develop buy-in by those who should be involved, over communicate rather than the reverse, yet with the leadership and strength of convictions to make the right decision even if not everyone agrees.
- A pastoral side, personally cares for people. Practice “management by walking around” to connect with people.
- A proven effective leadership experience and has worked with a board.
- Appreciate the diversity of believers’ theological viewpoints yet stay focused on salvation and spiritual growth.
- Effective in sales and team management, supporting sales and services is important.
- Ability as a highly effective communicator to reach diverse types of audiences through various media with an emphasis on written and oral communication.
- Ability to keep deadlines and meet milestones. Must be ready to provide status and action items.
- Ability to multi-task and continually re-prioritize.
- Strong attention to detail yet easily delegates when appropriate.
- A Bachelor’s degree or higher in a field relevant would be appropriate.

It is not expected that anyone will be strong in all areas.

The staff brain-stormed on what they'd like to see in the next President...

Strong faith...servant leader...calculated risk-taker...optimistic...humble...collaborative decision-maker between board and staff...bold, courageous...assertive...cares about the customer, staff, mission aviation, community...controlled emotions...deals effectively with conflict...creative...loyal to the team...delegator...communicator...good presentation skills...culturally-sensitive...steady...international business experience...good breath of business experience...knowledge of aviation/aviation industry...knowledge of missionary aviation...inclusive...innovative...trustworthy...integrity...effective interpersonal skills...a leader...open-minded...confident...empowering...inspirational...negotiating skills...willing to admit mistakes...proven managerial skills...strategic thinker...promotes mutual trust and respect...visionary.



Search and Selection Process

Bruce Dingman 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 many 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 consultant 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 candidates' references, verifying degrees, and completing a background check.

In collaboration with Parkwater Foundation, the list of candidates will be narrowed to approximately four individuals who will then be interviewed comprehensively by the Search Committee from the board. It is expected that the candidate interviews with the Search Committee will take place in Spokane in late January or early February.

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:

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Parkwater Foundation

Doctrinal Statement

We believe in one God [Deut. 6:4] who is the all powerful, all knowing and all present Creator, eternally existing in three persons; God the Father [Matt. 6:9; 2Cor. 1:3], His Son Jesus Christ [John 1:1,18; John 8:58] and the Holy Spirit [Acts 5:3-4; 1Cor. 2:10-11].

We believe the Bible is the fully inspired Word of God [2Tim. 3:16; 1Pet. 1:21], without error in the original writings and that it has ultimate authority over our lives.

We believe in the full deity and humanity of Jesus Christ [Phil. 2:5-8] and that He is God's Son [John 5:16-27]. He was conceived of the Holy Spirit, born of a virgin, performed miracles and led a sinless life [Heb. 4:15]. He made atonement for the sins of the world by dying on the cross [1John 2:2]. He rose from the grave three days later, appeared before many witnesses and later ascended to Heaven [John 20; Acts 1:9-11; 1Cor. 15:4-6]. Jesus Christ will someday return to the earth, judge the world and establish his kingdom forever [Is. 9:7; John 5:27; Rev. 11:15-17].

We believe every person is created in the image of God [Gen. 1:26-27]. We believe that all have sinned and are, as a consequence, eternally separated from and condemned by God [Rom. 3:23; Eph. 2:1-3]. Out of love and mercy, God gave up His own Son Jesus Christ as a sacrifice, to redeem mankind from the bondage and penalty of sin [1Pet. 3:18]. We believe salvation is exclusively obtained from believing and trusting in the atoning death and resurrection of Jesus Christ for the forgiveness of sins [Acts 4:12]. Salvation is a free gift of God's grace and cannot be earned by works or merit [Eph. 2:8-9]. Those who receive the gift of salvation will dwell eternally with God.

We believe all those that have put their trust in Jesus Christ as their Savior make up the Church, the unified body of Christ [Rom. 12:5]. The Mission of the Church is to proclaim the gospel of Jesus Christ and make disciples of all nations [Matt. 28:19].