



## LEADERSHIP PROFILE



### President and CEO Christian City Union City, GA

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*"Our mission is to extend Christ's call to love your neighbor through housing, health care and crisis intervention for children, families and older adults. We promise life changing hope through faith, community and care".*

*– Christian City mission statement*

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#### THE OPPORTUNITY



**This is a time of great opportunity for Christian City.** As a unique and comprehensive living community that is embarking on its second half-century, Christian City provides a continuum of housing and support offerings for foster children, active seniors and assisted living residents undergirded by Christian values and the tenets of the Christian faith. The next President and CEO will join an organization where spirituality and faith drive mission and who will see the role as an inspired opportunity to lead and oversee a ministry of service and care.

Grounded in spirituality and a core understanding of servant leadership, the President and CEO will expand Christian City's reach as a community that is a nexus of faith, facility and fellowship. S/he will continue a tradition of spirituality, strong business acumen, organizational culture and a creative balance of mission and margin.

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**Finding leaders that matter for missions that matter. ®**

The President and CEO will maintain a consistent focus on building external relationships, broadening fundraising efforts and calibrating the organizational strategy necessary for Christian City to achieve its goals. S/he will work in partnership with the board and staff and channel their talents in service of Christian City's future.

To reach its aspirations, Christian City seeks a seasoned executive who is deeply grounded and active in their faith and brings a passion for the organization and its mission. Mandates for the new President and CEO will include:



- Leading the organization with principles and values emblematic of the best tenets of the Christian faith.
- Increasing organizational awareness, visibility and connectedness. The President will embrace the role as the “face of Christian City” with enthusiasm.
- Bringing a bold, innovative and deliberate vision and a strong sense of strategic planning to the organization that includes the advancement of a master plan for the campus. S/he will lead Christian City's efforts to creatively and courageously define its future.
- Growing and developing the board to ensure that Christian City will thrive in the years ahead.

**The opportunity for the President and CEO is bold and compelling:** to lead Christian City into a new era of visibility, engagement, fundraising and inspired service to its residents and community. Through vision, passion, faith and leadership, the President and CEO will ensure that Christian City continues to realize its mission and expand its reach.

## THE ORGANIZATION

Christian City was founded in 1965 by a group of concerned citizens from area Christian churches who built the first cottage as a refuge for children in need of a loving home. From the first 50 acres donated by Dr. Byron and Rose Marie Harper, the campus expanded over the years to the 500 acres that make up the organization today.

Christian City is open to all people – regardless of their worldview. The organizational program offerings are broad and comprehensive; services at Christian City include group foster homes for children, safe and affordable housing for active seniors on

campus and assisted living for those with needs for special care. More than just a place to live, Christian City's vision is "a world where the most vulnerable among us have a safe home and loving community, which enables them to thrive". Through an environment of fellowship, care and faith, the campus is a unique place where both children and adults are part of a community that becomes a strong family for them. There are six programs that "live" on the campus (some of which are operated by Pruitt Health):

- The Children's Village (family-style group homes) for youth who are victims of abuse, abandonment or neglect. Each home is staffed by full-time house parents who provide a nurturing family environment.
- A Safe Place agency: Children in crisis can go to over 70 locations in the metro area if they feel they are in danger. We are on call 24/7 to bring these children to safety at The Children's Village where our staff works with their parents to reunite them.
- The Crossroads Foster Care & Adoption Program was launched in 2018 to find and equip wonderful families for children in need of a loving home. There are currently more than 15,000 children in foster care in the state of Georgia alone.
- An affordable independent living community for adults age 60+ in a serene and convenient location with amenities to encourage a vibrant lifestyle. This includes 287 apartments for senior citizens and 212 life-lease patio homes.
- A highly-rated health care facility, (on campus but operated by PruittHealth), that includes 150 assisted living units and a 200-bed skilled nursing and rehabilitation facility. Memory care and Alzheimer's support units are included.
- An active volunteer program that provides hundreds of opportunities for residents of Christian City and the nearby communities to serve on our campus.

Christian City's focus on helping children in need is central to the mission of the organization and programs serve the needs of young people from age 5 through young adulthood (in many cases helping them navigate the transition from high school to independent living – a particularly challenging hurdle for many who live in foster care).

Program offerings for seniors are similarly diverse and comprehensive; programs range from residential options for active adults (which include both homes and apartments), assisted living facilities, skilled nursing and rehabilitation, home health care and hospice care.

The organization has a full-time staff of 56 and a current annual budget of \$6 million (which reflects the recent sale of the skilled nursing and assisted living businesses to Pruitt Health). Plans for growth and optimal campus utilization are underway; a master planning process was undertaken in 2018 to help plan thoughtfully for the





future and to determine how Christian City can think boldly about its future, most effectively use its resources to serve its community and ensure long-term financial stability. For more information about Christian City and its history, please go to [www.ChristianCity.org](http://www.ChristianCity.org).

## THE RESPONSIBILITIES

Reporting to the Board of Trustees, the President and CEO is charged with oversight and accountability for Christian City. S/he will be an engaged leader who balances representing Christian City externally with a regular and meaningful presence on campus. S/he will ensure a strong organizational culture and create a vision for the future that both embraces Christian City's values and positions it to realize its aspirations.



More specifically, the President and CEO will:

- 1. Capably and consistently lead Christian City with passion utilizing a core of Christian values.** The President and CEO will be a strategic leader with high aspirations, integrity and a vision for servant-leadership and mission impact. The new leader will be a credible, collaborative leader of faith who is committed to the organization and its people.
- 2. Develop and drive a vision and strategy for the organization in tandem with the board that challenges the organization to think boldly about its future.** The President and CEO will be responsible for calibrating Christian City's vision and strategy around its core mission to achieve both short and long-term goals (particularly those around serving more children through group foster care and adoption). S/he will have a high level of comfort with business analysis and strategy, driving ownership of plans by the board, staff and organizational stakeholders. S/he will work closely with the board and board committees, and in concert with the executive leadership team - ensuring that targets and roles are clear and that progress against goals is measurable and consistently communicated to appropriate internal and external audiences. Principal duties will include comprehensive oversight of and accountability for organizational operations and finances.
- 3. Be an outgoing and engaging representative for Christian City and advocate for its role and mission.** The President and CEO will be the internal and external face of Christian City and its most public champion. S/he will be gifted at connecting with members of the business, civic, philanthropic, church and faith communities and with all generations of current and prospective Christian City residents and supporters. Through networking, marketing and public relations efforts, presence and a focus on the organization's culture, history and diverse offerings, the President and CEO will position Christian City

as a model of spiritual living and wrap-around support for foster care, adoption services, older adults desirous of a vibrant community for active seniors and those who require assisted living care that combines top-of-class medical care and pastoral support. Further, the President and CEO will promote Christian City's reputation for high standards of service among local, state, regional, ECFA, CARF and other accrediting organizations.



**4. Actively lead Christian City's fundraising efforts and grow income.** The President and CEO will be uncommonly good at building relationships, telling the Christian City story and inspiring support for the mission. S/he will grow and diversify the donor base and sources of earned and contributed revenue. S/he will bring a proven track record of success in cultivating and securing significant support.

**5. Build on and advance an institutional culture for Christian City that is distinct, collaborative, team-oriented and undergirded by strong faith and passion for Christ.** The President and CEO will be driven by a desire for Christian City to be recognized by staff, board and residents for its unique culture and organizational environment. S/he will lead the organization with purpose, commitment and a clear sense of service to the residents – and nurture a passion for the same in the board and staff.

## THE CANDIDATE

The ideal candidate is an experienced leader who is comfortable with the role of externally representing the organization. Superlative leadership, communication, interpersonal, fundraising and strategic planning skills are essential. Knowledge and experience working with similarly complex professional organizations – ideally grounded in Christian faith - will be highly valued. The President and CEO will bring a collaborative spirit, energy and enthusiasm, a sense of humor, high emotional intelligence, listening and communication skills and quiet confidence.



Attributes being sought in the new President and CEO include:

- A strong spiritual core and commitment to Christian values
- A profound calling to serve children and families
- Passion for the mission of Christian City
- A natural capability as a leader and manager
- A strong track record of success in externally representing an organization and being its face in the community

- A genuine excitement about collaboration and cultivating partnerships, collaboration and philanthropic relationships
- Significant senior-level executive experience with profit and loss accountability
- Relevant experience with a strong track record of achievement in managing complex, dynamic and multi-faceted institutions
- Facility in working with nonprofit boards and growing them in tandem with organizational needs and priorities
- Significant experience and ability in leading organizational planning around vision and strategy
- Experience with revenue generation and a sense of eagerness and creativity in finding ways to ensure the long-term sustainability of Christian City
- An understanding for the importance of tradition and how to balance it appropriately with progress
- A natural team builder and staff developer
- An open person that inspires trust, invites collaboration and engenders an environment of teamwork and accountability

## THE RELATIONSHIPS

The President and CEO serves at the pleasure of the Board of Trustees who provides input in setting the President and CEO's annual goals, provides advice and counsel during regular meetings and calls, provides annual performance feedback and sets the President and CEO's compensation. S/he works closely with the executive leadership team in setting organizational goals and ensuring that Christian City reaches them. Key relationships are outlined below:

<b>Reports to</b>	<ul style="list-style-type: none"> <li>• Christian City Board of Trustees</li> </ul>
<b>Direct Management</b>	<ul style="list-style-type: none"> <li>• Chief Operating Officer</li> <li>• Director of Marketing and Public Relations</li> <li>• Chief Development Officer</li> <li>• Program Executive for Residential</li> <li>• Program Executive for Foster Care and Adoption</li> <li>• Director of Campus Recreation</li> <li>• Operations Manager, Children's Village</li> <li>• Quality Assurance Director, Children and Family Division</li> <li>• Executive Assistant</li> </ul>
<b>Has other key relationships including:</b>	<ul style="list-style-type: none"> <li>• Residents of Christian City</li> <li>• U.S. Department of Housing and Urban Development, National Housing Compliance, Department of Family and Children's Services</li> <li>• Donors and supporters of Christian City</li> <li>• Pruitt Health, Corporate Partners and vendors</li> <li>• Area churches</li> <li>• Christian City Board of Trustees</li> <li>• Civic leadership and Union City government officials integral to Christian City's mission and operations</li> </ul>

## THE LOCATION

The 500-acre campus of Christian City is located in Union City, Georgia, just 9 miles south of the Atlanta airport. Among the nation's fastest-growing metro areas, the Georgia [capital](#) is attracting newcomers from around the country, and people are looking to this part of the country for culture and commerce like never before. Atlanta features a thriving spiritual community, award-winning restaurants and chefs, iconic locales that rival any across the country – including the Tony Award-winning Alliance Theatre, the CNN Center and the Western hemisphere's largest indoor aquarium.

For more information please visit <https://www.atlanta.net/>



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**For potential consideration or to suggest a prospect for the next President and CEO for Christian City, please email [ChristianCity@BoardWalkConsulting.com](mailto:ChristianCity@BoardWalkConsulting.com) or call Laura Lovelace or John Sparrow at 404-262-7392.**

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