

CEO Profile and Posting

The Solomon Foundation

The Solomon Foundation (TSF) is seeking its next Chief Executive Officer. TSF seeks to employ a visionary and inspirational leader with moral integrity and a proven track record in leading both an organization and sophisticated teams.

TSF is the fastest-growing Church Extension Fund (CEF) in the United States. A CEF raises investment dollars from people who are members of Restoration Movement churches. These funds are loaned to finance ministries and church construction projects. TSF has funded over 850 loans. TSF has gained the trust of more than 7,200 investors with nearly 11,000 accounts and has a gross asset value of over \$1.2 Billion.

TSF is headquartered in Parker, Colorado (a suburb of Denver, Colorado) and operates in all fifty of the United States.

TSF is a kingdom-first organization serving Restoration Movement churches across the United States, assisting each church to reach the next level. TSF's main church loan market is funding churches that have never had a building. TSF has funded some of the fastest-growing churches in America.

TSF operates every day to carry out its five core values:

1. Honor God.
2. Help people know Jesus Christ as Lord and Savior.
3. Help our investors get a great return on their investments.
4. Help churches move toward the next step of growth.
5. Have fun.

The Role of Chief Executive Officer

The CEO is the leader of The Solomon Foundation and is empowered by the board of directors to develop and cast the vision and strategy of TSF as well as oversee, lead, and empower the staff of the organization. Currently, TSF employs approximately 45 people. The CEO is to implement the mission and the Five Core Values of TSF.



Key responsibilities of the CEO:

- Casting, owning, and developing the ongoing vision, mission, and growth strategy of TSF.
- Finding capital sources to expand TSF's ability to fund growing churches.
- Analyzing data, trends, and opportunities to enable the success and growth of TSF.
- Taking the leadership role, with support from the CFO, in the relational aspects of working with banks and other financial institutions.
- Fostering a culture of Kingdom-minded success, team building, and excellence.
- Building, maintaining, and fostering relationships with ministry stakeholders (partners and customers).
- Reporting to the board of directors on the progress of financial and non-financial goals, policies, and strategic initiatives.
- Ensuring compliance with all applicable regulatory agencies.
- Leading the TSF Executive Team.
- Recommending policy for board review.
- Speaking at organization and partner events.

Candidate Considerations:

The Board of Directors of TSF will select the successful candidate. Among other criteria, the successful candidate will have the best-demonstrated credentials, traits, and character reflecting that he or she is a faithful follower of Jesus Christ and:

- Possesses moral integrity above reproach;
- Has a track record of inspirational and visionary leadership;
- Possesses sophisticated financial acumen and understanding, including credit, risk, and capital;
- Has a proven ability to raise capital and donations in both private and public venues;
- Is able to understand and develop policy relating to borrowing and lending activities;
- Is an effective communicator, (verbal and written, interpersonal and public);
- Has a willingness to travel regularly;
- Is skilled at building relationships and has a desire to do so;
- Is able to manage relationships with an Executive Team and a Non-Profit Governing Board;
- Possesses humble confidence;
- Is an active member of a Restoration Movement Church;
- Has a high-level ability to understand accounting and financial records;
- Possesses an understanding of Restoration Movement Principles;
- Has a supportive spouse (if married);
- Has a network of relationships with churches and leaders;
- Possesses an appropriate academic background;
- Has a willingness and availability to retain key stakeholders.



Compensation:

The initial annual salary of the CEO will be from \$300,000 to \$375,000 depending upon the candidate's qualifications.

The benefit package will include a 403(b) match, health, dental, and disability insurance, life insurance, and a flexible PTO plan.

To apply, please include your resume and a letter of intent to CEOSearch@TheSolomonFoundation.org.

Application submissions will be accepted commencing August 21, 2024. Subject to the discretion of the CEO Search Task Force, such applications will be accepted no later than October 31, 2024.

The identity of all prospective candidates will be kept **STRICTLY CONFIDENTIAL** within The Solomon Foundation, necessary staff, and consultants, its board, and required regulatory or legal oversight.



855.873.5873



303.927.6214



16995 Pine Lane
Parker, Colorado 80134

Submission Requirements for TSF CEO Application

Our requirements for the initial application are extensive. This is to serve all applicants as well as our TSF Search Taskforce, to ensure the applicants that this is indeed the kind of position they are seeking and to ensure the Taskforce that they are reviewing truly qualified applicants.

Please read these requirements carefully. We will not consider any application that has neglected to provide any of the materials below.

Please Submit:

1. Resume.

2. References from the following:

- A current or former board chair
- Current or former board members who know you, the applicant, well
- Two or three senior management team members who **worked with** you or directly **worked for you**
- Two or three people **you worked for**

(Note: All of your references will be kept in strict confidence. All we need in this submission stage are the names, titles, and relationship you had with each reference you list.)

(None of your references will be contacted until/unless you are one of the finalists in our CEO selection process. And you will be notified before we contact any of your references.)

3. Sample of your existing written or video work and presentations.

- If you have written and/or published any articles or books, please send a selection if you have any.
- If you have produced/posted any audio or video podcasts, presentations, or other such material, please send a selection if you have any.



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4. Questionnaire.

(In this section, all applicants must answer the first 4 questions below. You will find them in bold. Answer 2 of the first 4 questions in writing and the other 2 on a video recording. Mobile phone videos and other simple technology are quite acceptable.)

- **Tell us about your faith journey.**
- **Tell us about your career journey.**
- **What roles have you enjoyed the most? Why?**
- **What attracts you to this role?**

(In this section, you will find a list of other questions that will help us learn more about you. Choose any 6 of the questions, answering 3 of them on video and 3 of them in writing. If your video files are too large to email, you may upload them to a cloud service like Google drive, Dropbox, or other service. Please ensure that the settings allow for the video to be downloaded.)

- How did you navigate the 2008/2009 financial crisis? What was your leadership role at the time?
- If you were teaching us about TSF and we knew nothing about it, how would you describe it to us and why we should invest in it?
- Please provide evidence of your proficiency in leading a financial institution.
- What, in your opinion, are the top two or three struggles of a pastor?
- What are the top two or three concerns of a significant investor?
- Do you prefer to inspire larger crowds or speak one-on-one with people? How effective are you in each of those settings?
- Tell us about a recent leadership mistake you made and how you recovered from it.
- List any 3 books that have taught you something and the lessons you learned and the changes you made as a result.
- Tell us about a difficult staff transition in your organization. What happened and what did you take away from the experience?
- What do you anticipate may be your greatest challenge in this role?



- What are your salary expectations?
- What roles have you enjoyed the least? Why?
- What is leading you to leave your current position?
- What does your ideal job look like?
- What is missing from your past/current jobs that you want/need in your next role?
- What drives you to leave XX job?

5. Signed release for reference, education, credit, and background checks. See attached release form to be signed and submitted with your application.

Application submissions will be accepted commencing August 21, 2024. Subject to the discretion of the CEO Search Task Force, such applications will be accepted no later than October 31, 2024.

Our search process has multiple phases. We recommend submitting materials as soon as you are ready, and we will begin your review process immediately upon submission. We will keep you informed of your eligibility status through the process.

The identity of all prospective candidates will be kept STRICTLY CONFIDENTIAL within The Solomon Foundation, necessary staff, and consultants, its board, and required regulatory or legal oversight.

Please submit all materials to Chris at CEOsearch@TheSolomonFoundation.org as soon as you are ready or before Oct 31, 2024.



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REFERENCE AUTHORIZATION LETTER

I, _____, authorize The Solomon Foundation, a Colorado nonprofit corporation ("TSF") to contact my references to investigate my past employment and professional activities. This authorization also extends to an investigation of my credit history, background check, and educational credentials.

I also agree to release from liability all persons, organizations and companies providing any information relating to this background and reference check.

I understand and acknowledge that any offer of employment is conditional upon TSF being completely satisfied with the information provided as a result of this reference check.

Applicant Signature

Applicant Name

Date

