

Christian Community CREDIT UNION®

*Your Money Building
God's Kingdom*



Chief Executive Officer

An Innovative History

Established in 1957, Christian Community Credit Union (CCCU), originally American Baptist Ministers Credit Union, has grown their field of membership so that many Christian denominations are eligible for membership. CCCU serves churches, ministries and their members, as well as Christian schools, colleges, seminaries, camps, rescue missions, retirement homes, and many other diverse ministries—across the U.S. and around the world.

Now 60 years later, CCCU is one of the largest credit unions serving the Christian community with a simple, but powerful big idea: “Your Money Building God’s Kingdom.” From church loans to savings accounts, the Credit Union puts members’ money to work by providing affordable financing to churches, ministries, and their members. Whether it’s constructing or remodeling a new church building or funding a home loan for a member, this money is working in the Christian community. **Plus, when members use a CCCU credit or debit card for purchases, they are giving to missions. To date, the Credit Union has donated more than \$4.5 million to ministry and missions projects in the U.S. and around the globe.**

A future leader will expand upon this foundation by bringing creativity, generosity, and a people-first perspective to CCCU direction. They will further God’s global kingdom by guiding the organization and its members toward new opportunities for sound stewardship and positive impact.

A Powerful Mission

Your Money Building God’s Kingdom

CCCU partners with members and ministries to help them become better stewards and achieve their financial goals.



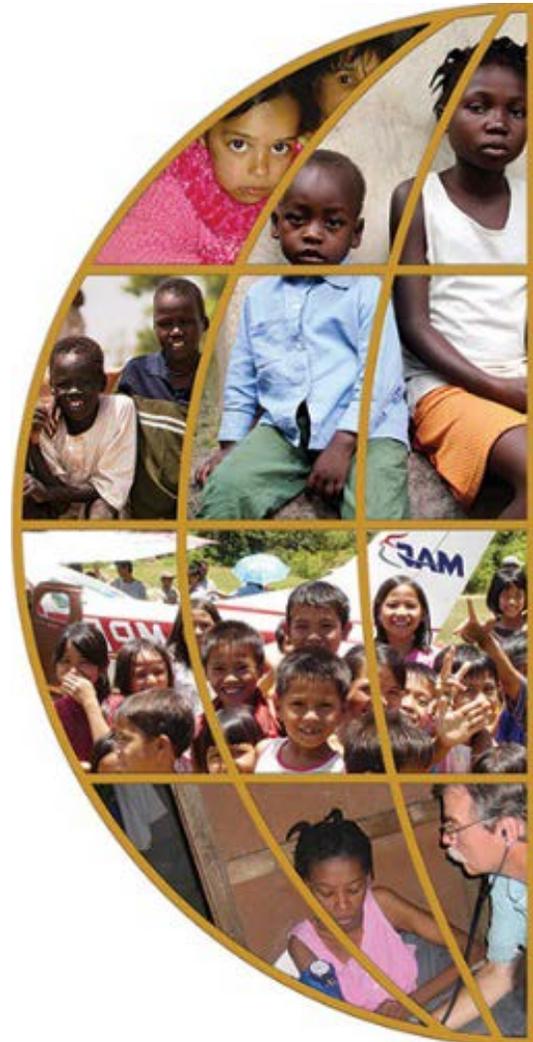
A Global Kingdom Reach

CCCU impacts local and global communities through “The Cards That Give to Missions”—credit cards leveraged by members that give back a portion of the interchange fee to missions. The program also funds “Scholarships for Success” which awards up to \$60,000 annually to college and graduate school students.

Recently, CCCU partnered globally with three ministries to offer matching gift funds for Nepal Earthquake Relief (up to \$50,000); donated \$50,000 to American Baptist International Ministries to support AIDS prevention in Africa, medical outreach in the Caribbean, church planting in Central America, and evangelistic efforts in Asia. In addition, CCCU gave a generous gift to help build a 250-bed orphanage for needy children in Andhra Pradesh, India.

The Credit Union also made a grant to Asian Access, a community of servant leaders across Asia, to provide leadership development programs to pastors in nine countries; aided Far Corners Missions in replacing a medical missions boat in Peru; and has been bringing help and hope to the poor and remote villages in Northern Thailand—changing lives economically, physically, and spiritually.

If this opportunity to build God’s Kingdom worldwide through this innovative Christian Credit Union ignites your leadership passion, read on!



GROWING NUMBERS

2016 Financial Performance

- Christian Community Credit Union ended the year with **\$637 million** in assets.
- Net equity rose to **11.93%**.
- Net income for the year was **\$3.4 million**.
- Over **\$507 million** in loans: **53%** to ministries and **47%** to consumers.
- While interest rates remain at historic lows, the credit union continues to pay **above-average dividends** to members.
- CCCU is privately insured by [American Share Insurance](#) up to \$250,000 per account.
- The “Net Promoter Score” in 2016 was a healthy 58 – well ahead of numerous Fortune 500 companies and other financial institutions. (Note: The NPS is an index that measures the willingness of customers to recommend a company’s products or services to others.)
- CCCU is led by an **experienced and dedicated** Board of Directors, management, and staff.

Growing Members & Impact in 2017

- **Grown** to more than 30,000 members with 28,500 individual members and almost 1,700 ministry/church/business members.
- **Grown** to \$650 million in assets.
- **Grown** to serve all 50 states with members in more than 100 countries.

View the 2016
Annual Report:



THE OPPORTUNITY

Maybe...the Opportunity of Your Lifetime

Do you like a challenge...and the opportunity to work in a God-honoring environment where change and complexity and disrupters will test every leadership bone in your mind, soul, and body?

As the credit union industry continues to consolidate and navigate issues of technology and regulatory changes, the challenges for CCCU have never been more acute. This is a pivotal time in the life of this outstanding credit union and the industry in general.

The next leader of CCCU must bring exceptional and innovative thinking to a credit union that is already providing members with a better way to save, finance and manage their missionally-inspired dreams. The right leader for CCCU must also have an aptitude for, and some experience with, merger and acquisition activities that could lead to strategic growth—in addition to organic growth—through innovative product offerings.

At a time when banks are making record profits and customers are paying higher fees, many people are seeking financial institutions they can trust that will create community and help them save money. Credit unions offer numerous financial services to help people maximize their incomes and increase their savings, often with fewer or lower fees than traditional banks.

At the heart of CCCU's mission statement is this purpose-driven, biblical initiative: "...to **help members become better stewards** and achieve their financial goals."

CCCU is unique! Given its global reach and missional vision to reach more members across the nation, the Credit Union must continue to grow to new levels. The new CEO will bring leadership, vision and strategy to help take this mission to the next chapter and beyond.



1957 to 2017: 60 Years and Just 2 CEOs!

Christian Community Credit Union has been led by just two outstanding CEOs in 60 years. Dr. John T. Walling served at CCCU for 45 years, 39 years in the CEO role. He retired July 31, 2017.

A Creative Leader for a Compelling Future

President & Chief Executive Officer

The next President & CEO of Christian Community Credit Union must be a gifted leader who has a track record in these critical competencies:

- **Recruiting and inspiring** a talented team of senior leaders who will lead and manage the day-to-day operations—yet with a savvy eye to the future.
- **Envisioning, mobilizing, and strategically planning for the next 5 to 10 years of growth**—so CCCU remains financially viable and thriving; and so the Credit Union’s unique Kingdom mission and ministry will be enhanced.
- **Developing and maintaining national partner relationships** with the CEOs, board members, and leaders of Christian denominations, larger Christian organizations, influential churches, regional and national associations, and others.
- **Understanding the benefits of strong governance** and knowing how to engage an energetic and effective board with things that matter- a leader who leads with vision and listens with a humble heart.

The CEO leads the overall mission and business of CCCU with the objective of ensuring financial stability commensurate with the best interest of the members. The CEO and the senior leaders will collaboratively manage risks, assure compliance with regulations, assure the implementation and achievement of board-approved current and future strategic goals, and ensure strategic and directional performance objectives.

The next CEO will bring a broad and perceptive understanding of the Credit Union’s field of membership: Protestant Christians. The ideal CEO candidate will understand the values and theology of Christianity and will be able to effectively work with more than 30,000 CCCU members, including pastors, church denominational leaders, and others.

THE OPPORTUNITY

Responsibilities

The Chief Executive Officer will:

- **Be** a person of high character, integrity, and humility who, with that foundation, exercises leadership that is in alignment with the mission, vision, and six core values of Christian Community Credit Union.
- **Lead** the senior team and board of directors in developing and executing exceptional services to every member, every time, by ensuring employees deliver consistently high-quality service to both internal and external members—all in alignment with the CCCU Service Promises, the “HEART” of the Credit Union.

Honor God in how we serve you.

Exceed your expectations.

Appreciate our partnership.

Recognize your needs and recommend the best possible solution.

Treat your requests in a timely and confidential manner.

“Leadership consists of **character** and **strategy**. If you can’t have both, opt for **character**.”

- General Norman Schwarzkopf

- **Focus** and continuously enrich and update CCCU’s unique strategy, so that the senior team and staff can articulate it flawlessly, execute it seamlessly, and the Board of Directors and Supervisory Committee can own it passionately.
- **Understand** the unique role that credit unions play in the financial services community; and understand that member-owned credit unions are positioned for a unique role that is highly desirable in the current regulatory environment.
- **Be alert** to those “Uber-disrupters” that could raise havoc with the Credit Union’s unique niche; and when appropriate assume a disruptive point of view about the role of credit unions in order to benefit CCCU members.

THE OPPORTUNITY

- **Engage** deeply in critical Credit Union relationships, including the members of the Board of Directors, Supervisory Committee, CCCU members, credit union industry leaders, and the Credit Union senior team and staff.
- **Meet** and exceed the compliance and due diligence requirements specified in the bylaws, Board Policies Manual, state regulations, and other written standards of the Board of Directors and Supervisory Committee.
- **Monitor**, with the senior team and Board of Directors, the financial position of the Credit Union to ensure that there is an appropriate balance of long-term and short-term capital, and provision of adequate cash flow for day-to-day working capital that complies with regulatory requirements and reporting.
- **Develop**, with the senior team, the Credit Union's annual plan and operating budget, based on approved long-term objectives and the strategic plan. Make periodic progress reports concerning plan and budget status to the board.

Key Candidate Characteristics

Note: The following key candidate characteristics were developed in consultation with the Board of Directors, Supervisory Committee, Search Committee, and the Senior Team members. While no one person may exemplify every characteristic, CCCU is looking for a person who, in summary, “walks the talk” in three key areas as described by Patrick Lencioni in *The Ideal Team Player: How to Recognize and Cultivate the Three Essential Virtues*:

Humble, Hungry, and People Smart.

“Great team players lack excessive ego or concerns about status. Humility is the single greatest and most indispensable attribute of being a team player.” - Patrick Lencioni

- **Leader/Coach/Mentor.** Is approachable, positive, and predictable in the way the board, staff, and colleagues experience the CEO’s leadership style. The CEO will encourage and challenge team members to greater personal growth and professional effectiveness.

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- **Knows Oneself.** Is an emotionally intelligent leader with relevant experience in growing organizations to become more capable, sustainable and influential.
- **Leverages Strengths.** Has a documented track-record of leading and empowering high performing teams and collaborating effectively with a strong Board of Directors—and consistently leveraging their strengths (from Gallup’s StrengthsFinder assessment), their social style (for example, analytical, driving, amiable, or expressive), and giftedness.
- **Hoopla!** Encourages fun and team spirit in an environment of excellence, creativity and innovation.
- **Trust.** Understands the regulatory environment and has the ability to build trust with regulators, external partners and internal stakeholders.
- **Engages Others.** Is a relational leader who engages others in problem solving and innovation; mobilizes others to fulfill the vision; seeks technology leverage in the support of solutions and alternatives.
- **Culture Warrior.** Fits the unique culture of CCCU: people with a passion to serve others and skill-sets to serve members, employees and vendors.

L.E.A.D.E.R.S.H.I.P.

For a complete look at the core characteristics of leadership, read Hans Finzel’s new book, *Top Ten Ways to Be a Great Leader*. The 10 characteristics include: **L**isten and **L**earn, **E**motional Intelligence, **A**ccessibility, **D**etermination, **E**ffective Communication, **R**esilience, **S**ervant Attitude, **H**ands-Off Delegation, **I**ntegrity, and **P**ower of Humility.

Requirements

- Bachelor’s Degree in Business Administration, Management, or Finance. Master’s degree strongly preferred.
- Ten years of progressively responsible experience in a financial institution environment.
- Five years senior management level responsibilities, preferably in a larger credit union.

THE OPPORTUNITY

- Advanced knowledge in finance, lending, operations, marketing/public relations, and member service principles.
- High competence and experience in leadership and management, including human resources (including hiring/firing), strategic planning, and board governance.
- Strong leadership qualities including the ability to recruit, work with, and develop a team.
- Strong strategic and negotiation skills.
- Ability to communicate effectively with individuals and groups, both verbally and in writing. Availability to travel as required and comfortable with 25-35% travel.
- Effective presentation skills with a persuasive style in large groups, small groups and one-on-one.
- Experience (professional or volunteer) with one or more national credit unions or organizations—and understands the unique competencies required to lead a national organization versus a local or regional organization.
- Documented track record in exercising confidentiality and managing sensitive data and people issues.

Christian Community Credit Union is an Equal Employment Opportunity Employer

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

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