



# VIRGINIA UNITED METHODIST FOUNDATION

**POSITION:** President  
**REPORTS TO:** Board of Directors  
**LOCATION:** Glen Allen, VA (Greater Richmond)

## MISSION

*Stewarding potential to build His kingdom*

## VISION

*Equipping vital congregations and their donors in Virginia to be effective stewards of their God-given resources to expand ministry into the future and impact the kingdom of God.*

## VALUES

**Relationships** – *We serve one another in the spirit of Christ – who ‘gave His life a ransom for many.’ We embrace each other’s differences so that we can enrich the well-being of all.*

**Integrity** – *We deal honestly, humbly and fairly with the public and one another.*

**Excellence** – *We strive continually to learn and improve so that we may achieve the highest ideals of spiritual ministry and public service.*

**Stewardship** – *We share a commitment to resource effective planning and managing assets as good stewards with the United Methodist churches and donors in the Virginia Conference.*

## ABOUT THE FUND

The Virginia United Methodist Foundation (VUMF) was formed in 1971 as a means of providing stewardship education and managing assets for local churches, districts and agencies of The Virginia United Methodist Conference. In 2012, the

VUMF was blessed to receive as its new President, Dave Thompson. During his tenure of the Foundation, he led assets under management from \$30 million dollars to over \$44 million dollars in 2014. Mr. Thompson guided the Foundation to hire Rev. Stephen Clark as the Planned Giving Officer in 2013. Upon Mr. Thompson's retirement, Rev. Clark was elected President of the Virginia United Methodist Foundation in June 2014. Stephen guided the Foundation to assets under management of \$98 million dollars. He further nurtured the creation of the Virginia United Methodist Development Company, LLC ('DevCo') in 2014 and led the Foundation to form the Virginia United Methodist Real Estate Management Company ('REMCO') in 2017. Rev. Stephen Clark retired in March 2018.

The Foundation has also created a Grants Fund with the primary purpose to make strategic awards to support projects, ministries and initiatives throughout the Conference that have the capacity or potential to enrich ministries in local churches and/or affiliated agencies, expand the outreach and ministry into the community and enhance the ministry impact of United Methodist churches throughout the Virginia Conference. The Grants Initiative is an effort for the Foundation to give back to the Conference, its churches and its ministries to extend their outreach into the community.

The Virginia United Methodist Foundation exists to serve local churches and Conference agencies in their efforts to expand their programs and ministries through planned giving and endowment funds. The Foundation also exists to invest monies for local churches or Conference agencies in accordance with the Socially Responsible Investing principles of the United Methodist Book of Discipline.

During the past six years, the Foundation and the Development Company have witnessed extraordinary growth. The work of the Foundation, under the guidance of its 23-member Board of Directors, has demonstrated the furtherance of its mission and core values while fulfilling its calling towards "Stewarding Potential to Build His Kingdom."

The Foundation has an annual budget of around \$1M and a full-time staff of six.

***Virginia United Methodist Development Company, LLC ('DevCo')***

Investors earn competitive interest rates, prudently grow their investments, and experience the joy of Christian stewardship by providing a source of capital for Virginia United Methodist churches and agencies through the Development Company Fund.

Investments in the Development Company Fund will help make an eternal impact on people's lives by offering low cost loans to churches, enabling them to meet the needs of their growing ministries through building construction, property acquisition, renovation or expansion of existing facilities, or debt refinancing.

The Development Fund is a registered Offering with the Commonwealth of Virginia. Although investments are not FDIC insured, they are safeguarded through strict investment and lending policies, healthy collateral coverage on its loans and strong oversight by its board and competent staff. The Development Company offers construction loans with terms up to one year. Permanent loans with terms of five years and amortization up to 30 years are also available. DevCo's purpose is to enable United Methodist investors to fund church capital improvement loans.

DevCo's focused perspective remains: Strengthening the local church to expand ministry in its community through effective planning and ongoing consultation as we manage assets and provide support to fulfill its enduring local mission.

The Development Fund has a Board of Managers currently consisting of 13 members. The Board has full responsibility for, and all rights and powers relating to, the management of the business and affairs. Under our Operating Agreement, the Board has all of the powers legally afforded to a limited liability company under the Virginia Limited Liability Company Act in carrying out in DevCo's business and affairs, except that only the Foundation, as our sole member, may approve a plan of merger or consolidation, a plan of dissolution, or the sale, lease or exchange, or the mortgage, pledge or other disposition of all or substantially all of the assets.

Under our Operating Agreement, the Board must have a minimum of six and not more than 17 managers. Managers have staggered terms and may serve up to three successive terms. The Board meets at least quarterly and maintains certain committees, including a Loan Committee and a Finance Committee.

The annual budget for DevCo is approximately \$600,000 and the Foundation staff supports the work of DevCo.

***Virginia United Methodist Real Estate Management Company ('REMCO')***

The mission of this new entity is to assist donors with transferring personal assets or real estate to Methodist churches and affiliations of the Virginia United Methodist Conference. We are pleased to be able to provide beneficial tax results and savings derived from gifting options. In addition, REMCO can oversee management of properties on behalf of owners and maintain consistent standards and requirements in accordance with owners' desires.

**THE OPPORTUNITY**

The organization is poised to grow exponentially over the next five years. The next President of VUMF will be tasked with charting a path forward, promoting the mission of the organization, implementing a new organizational structure, and focus on creating a positive, supportive culture that values and nurtures the staff. The Board will look to their new leader for partnership, adoption, and execution of a new strategic plan that will drive new business. Offering a wider assortment

of services and investment opportunities, such as donor advised funds and charitable gift annuities, will be a focus.

VUMF has experienced significant growth over the last couple of years and it has been accompanied by cultural change, as is typical in times of organizational advancement. The opportunity exists for the new President to lean into the phrase “Methodists helping Methodists” and work with leaders in the Conference to build upon existing relationships and continue to provide guidance to churches on stewardship.

The next President of the VUMF will have the opportunity to build upon a solid base, drive the growth of the Foundation, and support the Virginia Conference.

### **POSITION SUMMARY**

Reporting to the board of directors, the VUMF President is a visionary leader who partners with, helps to inspire, and serves as the face of the organization to external funding partners, the Virginia United Methodist Conference and its congregations, advocates, and the general public. The President helps to raise understanding and develop partnerships in support of the mission.

The VUMF President will lead and administer this \$98 million organization, providing executive management of board relations, strategic planning, external collaboration, investments and finance, and staff management and guidance.

The next VUMF President will invest in and retain a diverse and inclusive team, and will have the opportunity to nurture a positive, inclusive internal culture. He or she will employ strong business acumen and financial savvy and will work with philanthropy and United Methodist stakeholders to strengthen and adapt the organization’s existing priorities within a changing landscape.

### **CANDIDATE PROFILE**

The Virginia United Methodist Foundation seeks a proven nonprofit leader with at least five years’ progressive leadership experience and a passion for the mission of Foundation. The selected candidate will be a visionary with strong strategic planning experience and skills. Experience in foundation work/philanthropy and fundraising is preferable, though not a requirement. The selected candidate will have deep management experience and be a battle-tested leader. Strong financial acumen is a must.

The successful candidate will serve as the primary external representative of the Virginia United Methodist Foundation and shall be a relationship-based leader, comfortable with being the face of the organization, skilled in coalition building and working with diverse stakeholders, practiced at public speaking, and able to understand the nuances of the United Methodist church and a faith-based

organization. An ability to build on the Foundation's reputation as a responsive, accessible, and trusted partner is a necessity.

Personal qualifications include the interest and ability to build a strong, supportive culture and to both manage and lead within the organization. A creative, intuitive thinker with high emotional intelligence, flexible personality, and strong resiliency will serve the organization well. The selected candidate will be self-confident but also authentic and a person who exhibits servant leadership. The ability to foster transparent, honest communication, internally and externally, will be required and highly valued.

A bachelor's degree is required from an accredited college or university; a master's degree is desirable.

For further information about the Virginia United Methodist Foundation, please see <https://vaumfoundation.org/>.

To apply, please submit a current resume and letter of introduction to Kittleman & Associates, LLC at <https://www.kittlemansearch.com/news/current-searches/virginia-united-methodist-foundation/>