



PETER & JOHN MINISTRIES



Executive Search

Opportunity Profile

For the Position of:

VICE PRESIDENT OF FINANCE

PETER & JOHN MINISTRIES



SUMMARY OF THE OPPORTUNITY



Peter & John Ministries (PJM), a historic and multi-faceted non-profit organization based in the Baltimore area, is thrilled to welcome a new Vice President of Finance (VPF) on board to lead its financial strategy into the future. You'll join a close-knit, dedicated team that spans PJM's ministries.

The Vice President of Finance will work closely with the President and executive leadership to cast a unifying vision that bridges PJM's diverse ministries, ensuring financial strategies align with the organization's mission of seeking more people to grow deeper in their faith and serve others. This visionary leader will bring a unique blend of financial acumen and a servant's heart, navigating complex financial landscapes while fostering a collaborative environment that unites staff, campers, listeners, and other stakeholders.

Founded in 1948 by Scottish pastors and brothers Peter and John Bisset, PJM is dedicated to sharing God's life-changing message of love through its Christian camping and media ministries.

River Valley Ranch (RVR) offers transformative experiences through Christian summer camps, retreats, and school field trips, allowing individuals to grow deeper in their faith and develop life-long skills. BMG, encompassing BRIGHT-FM and WRBS-AM, broadcasts positive, uplifting content throughout the greater Baltimore and Washington areas, reaching listeners with messages of hope and encouragement grounded in the timeless truths of God's word.

As PJM embarks on a new capital campaign and explores opportunities for expanding its media reach, the VPF will play a critical role in guiding the organization through this exciting period of growth and transformation. The successful candidate will have the unique opportunity to work alongside seasoned leaders faithfully serving the organization for decades, including the current VP of Finance who is retiring after 40+ years of service to the ministry.

Joining Peter & John Ministries as the Vice President of Finance is more than just a career move; it's a calling to be part of a legacy that has touched countless lives with the love of Christ. This is your chance to play a pivotal role in shaping the future of an organization that blends faith, media, and camp experiences to make a lasting difference in the community.

ABOUT PETER & JOHN MINISTRIES ▶▶



Peter & John Ministries (Peter and John Radio Fellowship, Inc.) is a non-profit organization based in the Baltimore area. Founded in 1948 by Scottish pastors (and brothers) Peter and John Bisset, the ministries of PJM are united in their mission to share God's life-changing message of love through Christian camping and media.

The Story of Peter & John—

Peter and John Ministries was founded in 1948 by three Baltimore pastors who had a heart for their city and a desire to impact the lives of men, women, and children with the timeless truths of God's word. Originally named the Peter, Paul, and John Radio Fellowship, the ministry was renamed the Peter and John Radio Fellowship when Paul left the ministry in 1952. In 2014, as the ministry evolved into a family of ministries, it was renamed Peter and John Ministries.

Peter and John began their radio broadcasting efforts with a daily program. In 1964, the Fellowship purchased WRBS-FM, 95.1, a Baltimore radio station, and established a full-time Christian format, which continues today as BRIGHT-FM. In 2006, the Fellowship expanded further by purchasing 1230 on the AM dial to reach another segment of the Baltimore listening audience, creating WRBS-AM. WRBS-AM still airs the original broadcasts of Peter and John each week at 7 AM on Sundays.

The other extension of Peter and John's ministry, River Valley Ranch (RVR), began in 1952 with the purchase of the small town of Roller, Maryland. The tract of land was then converted into a western-themed summer camp, which has continued to grow and develop to this day, currently offering numerous programs throughout the year for all ages.

Mission

We are passionate about seeking MORE PEOPLE, to GROW DEEPER in their faith,
in order to SERVE OTHERS

Vision

To engage and motivate as many people as possible in the greater Baltimore and Washington
area to become mature followers of Christ who are motivated to love and serve others.



Statement of Faith

We believe...

in one sovereign God, eternally existing in three persons: the Father, His only begotten Son, Jesus Christ, and the Holy Spirit; and we believe that God created the Heavens and the earth out of nothing by his spoken word for his own glory.

We believe...

our first parents, Adam and Eve, sinned by rebelling against God, thereby incurring both physical and spiritual death. As a result, all human beings are born with a sinful nature and are condemned to eternal punishment and separation from God.

We believe...

that the Church is the universal body of Christ composed of local communities of Christ's followers. The task of the Church is to worship God, to share His love with one another in the Christian community, and to proclaim the Gospel of Jesus Christ to the ends of the earth by word and deed.

We believe...

that God has revealed Himself and His truth in the Bible, in Jesus Christ, and in his creation; We believe the Scriptures of the Old and New Testaments are verbally inspired by God, inerrant in the original text, and are the infallible rule of faith and practice for Christians.

We believe...

that the Lord Jesus Christ died for our sins and that all who believe in Him are justified by His shed blood and are forgiven all their sins. All who receive Jesus Christ by faith are born again of the Holy Spirit and become children of God.

We believe...

in the blessed hope that Jesus Christ soon returns in power and glory to gather His own to Himself. After He has judged the nations and has accomplished His purposes for His Church, He will establish His eternal kingdom on earth forever.

We believe...

that Jesus Christ was begotten by the Holy Spirit, born of the Virgin Mary, and was true God and true man, existing in one person and without sin. We believe in the bodily resurrection of Jesus Christ and His ascension into heaven where He sits at the right hand of the Father interceding for believers.

We believe...

that the Holy Spirit indwells and gives life to believers, thereby enabling them to understand the Scriptures and to live godly lives. The Holy Spirit equips the believer for worship, service, and witness.

We believe...

that all aspects of our lives are to be lived to the glory of God under the Lordship of Jesus Christ.



Ministries

Peter & John Ministries, while staying faithful to its founding mission and means, has grown into a diverse array of programs and services for the community. Radio broadcasting in Baltimore, live regional concerts and events, and a summer camp in rural Carroll County all serve as means to share the life-changing love of Christ.

River Valley Ranch (RVR) - Summer Camp and Retreat

What started as a summer dude ranch in the 1950s has grown into Maryland's premier Christian summer camp and year-round retreat and outdoor education center on a beautiful 450-acre campus in the rolling hills of northern Maryland. RVR serves families, churches, and schools in the region with a variety of creative and exciting programs.

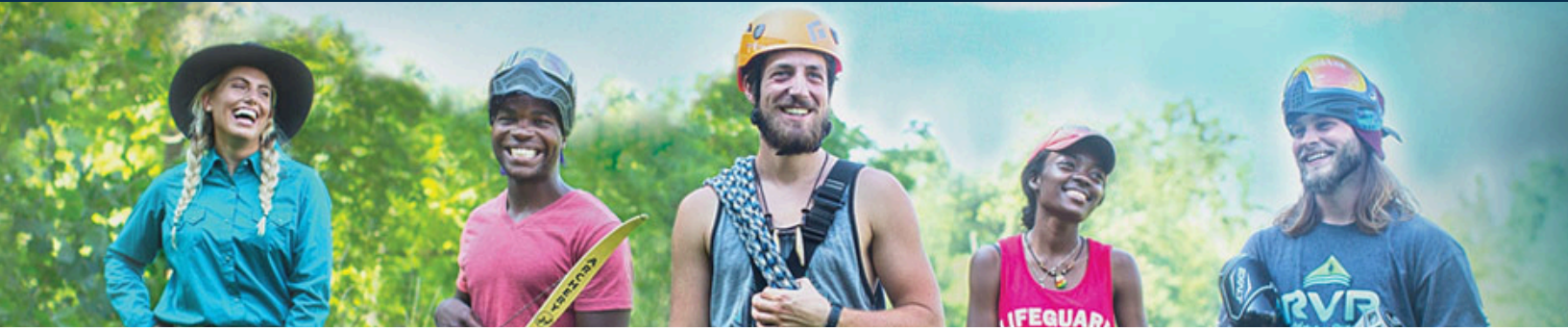
As young boys growing up in a suburb of Glasgow, Scotland, Peter and John Bisset were always fascinated by American cowboys. They dreamed of going to America and seeing cowboys for themselves. In the spring of 1930, these teenage boys got that opportunity as they sailed into Ellis Island and eventually settled on the East Coast.

Raised in a Christian family, Peter and John were taught to love God and spread the Good News about Jesus Christ. This inspired them to become ministers, and in 1948, they began a Christian radio program in Baltimore, Maryland.

With a passion for reaching youth, Peter and John soon realized their longtime vision of a Christian youth camp, something that didn't exist in the area. In 1952, a real estate agent suggested they look at a property in Carroll County, Maryland. As they drove into the lush valley with the Gunpowder Falls River flowing through it and the little pre-Civil War town of Roller in the center, they immediately knew this was the place. It was purchased with a \$100 down payment, and River Valley Ranch was born.

River Valley Ranch (RVR) is a destination for exceptional Christian summer camps, challenging outdoor experiences, quality retreat facilities, corporate events, and memorable family experiences. Located in the beautiful rolling hills of Carroll County in Northern Maryland, RVR is just a short drive from Baltimore, Washington, D.C., and Philadelphia. With exciting activities such as horseback riding, paintball, and adventure elements like a 1500' triple Zip Line and High Ropes Course, RVR's quality, caring staff are eager to serve guests and be a part of their adventure!

RIVER VALLEY RANCH



River Valley Ranch cultivates a wholesome environment where guests and staff can grow toward their full, God-given potential. They achieve this through:

Christian Summer Camps:

Providing a physically engaging, socially encouraging, and spiritually challenging experience for every camper.

Retreat Facilities & Programs:

Offering guests a comfortable, spiritually refreshing getaway tailored to meet the specific needs of each group.

School Field Trips:

Engaging regional public and private schools with active, educational outdoor programs to enrich, challenge, and expand upon students' classroom experiences. Students are challenged to grow in trust, communication, overcoming fears, confidence building, and leadership skills.

Equestrian Programs:

Offering private and group lessons, trail rides, and a horse sponsorship program, RVR's Horse Center serves the local equestrian community year-round with training and enriching activities.

Programmed Retreats:

These retreats are designed as an all-inclusive experience for church groups of all sizes. RVR provides all meals, lodging, activities, meetings, music, and speakers. The focus of these weekends is to encourage Christians in their spiritual walk and/or invite non-professing Christians to make a personal commitment to Christ.

Since its inception in 1952, experience has been RVR's most valued teacher. RVR believes it is imperative to have excellent, trained staff—including certified medical personnel, certified lifeguards, certified ropes and climbing instructors, certified horsemen, and well-trained and dedicated counselors—alert to the needs and safety of its campers.

BRIGHTER

MEDIA GROUP

Brighter Media Group is the broadcasting and media division of Peter & John Ministries, dedicated to integrating a positive message through radio broadcasting, digital media, and live events. Their aim is to make days "a little brighter, a little more hopeful, and a lot more worthwhile." The group's ministries include BRIGHT-FM, WRBS-AM, 48 Live Productions, and The Concert Spot.

Mission:

Brighter Media Group's mission revolves around three core pillars:

- **More People:**
They aim to reach and encourage more individuals, bringing light and hope into their lives.
- **Growing Deeper:**
They strive to guide their audience in taking the next step in their faith journey.
- **Serving Others:**
They help their audience find ways to serve their community, emphasizing that it's not just about them but also about others.

Stations

- **BRIGHT-FM:**
Every day, BRIGHT-FM aims to make listeners' lives a little brighter and better through positive music and real-life messages. BRIGHT-FM is a safe alternative for families, earning the intense loyalty and support of hundreds of thousands of weekly listeners. With their "Clutter Free Radio" model, featuring only 5 minutes of commercials per hour, BRIGHT-FM provides an unparalleled listening experience where messages stand out.
- **AM1230 WRBS:**
Baltimore's place for conversations about faith, family, and more. Programs include The Dave Ramsey Show and nationally known Bible teachers like David Jeremiah and Alistair Begg. AM1230 WRBS can also be heard on 94.3FM and HD Radio® at 95.1-2.

PODCASTS ▶▶



VERSED:

A daily, ten-minute podcast hosted by John Lawhon, available Monday through Friday. It focuses on exploring the Bible to find hope and truth, helping listeners become more familiar with Scripture and strengthening their faith to handle life's challenges.

YOUR DAY BRIGHTER®:

Hosted by Tracey Tiernan, this weekly podcast features conversations that inspire, provoke thought, and offer hope amidst life's chaos, leaving listeners feeling uplifted and more positive.

LONG STORY SHORT:

Hosted by David Paul, this podcast shares personal stories about people and events, encouraging listeners to live their faith more intentionally to minimize future regrets.

WALK WITH JESUS®:

A companion to the Walk With Jesus Easter Text Experience, this podcast provides readings of Scripture, contextual insights, and reflections to help listeners apply the messages to their lives.

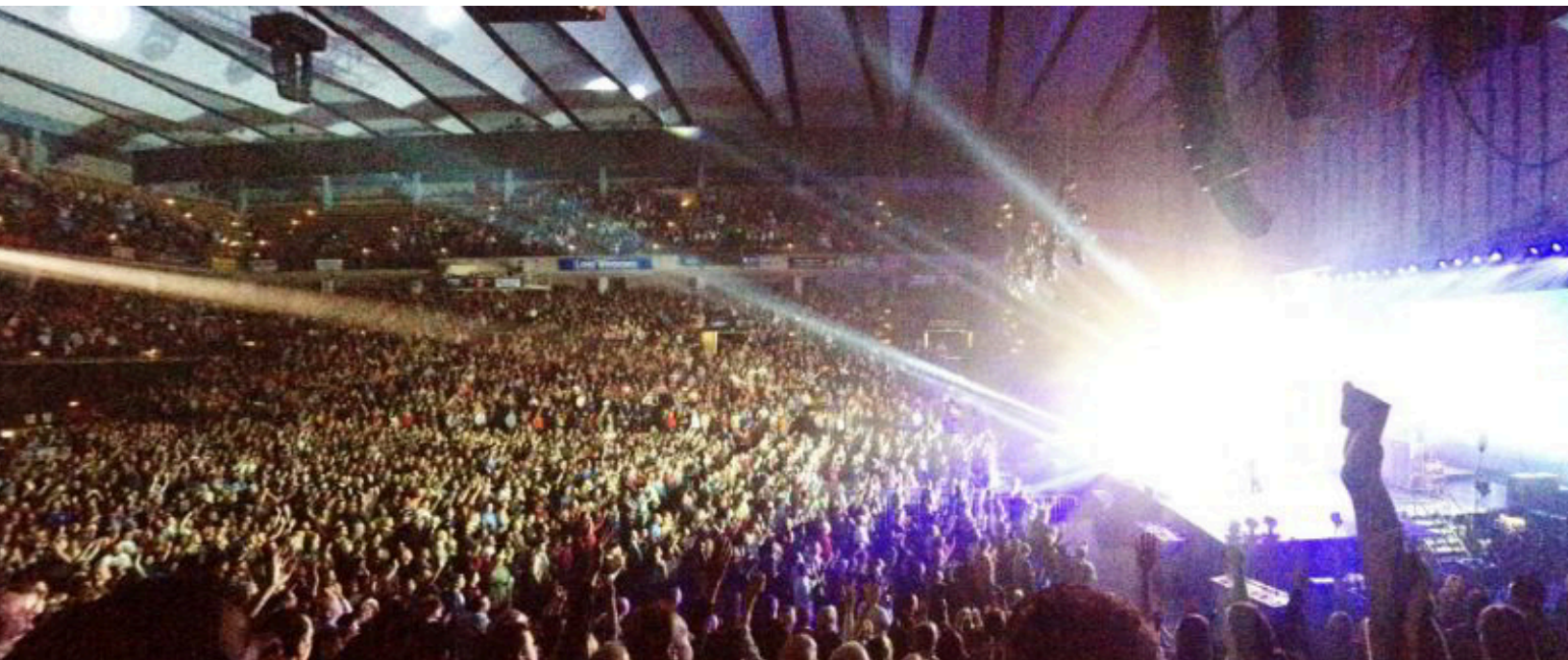
LIVE EXPERIENCES ▶▶

Since 2001, 48Live Productions has become the leading promoter of faith-based events in the mid-Atlantic region. While based in Baltimore, 48Live has expanded into prime markets such as Washington, D.C., Richmond, Philadelphia, and Virginia Beach. From intimate venues to the largest arenas and amphitheaters, 48Live provides unique opportunities to connect with people through live experiences. With more than 9 million in ticket sales alone, 48Live is a proven partner in making those connections.

“One Fund” Capital Campaign

Peter & John Ministries (PJM) is currently in the early stages of a feasibility study for a capital campaign that addresses PJM’s needs holistically, encompassing all its ministries. The success of this capital campaign would make the following possible:

- Acquiring new radio signals to expand its reach.
- Upgrading and renovating facilities at the main BMG broadcast studios and River Valley Ranch (RVR).
- Building a PJM Ministry Center at RVR to boost capacity and host a new, year-round Communications Training Program for young people in media.
- Developing new digital platforms, upgrading the website, and expanding podcast networks to enhance engagement.



ROLE OVERVIEW ▶▶

The Vice President of Finance will oversee financial operations and participate in organizational planning and decision-making, playing a key role in advancing PJM's mission of faith and service. The successful candidate will excel in strategic financial management and people-centered leadership, fostering unity and collaboration across PJM's ministries. With a blend of business acumen, emotional intelligence, and a servant's heart, the VPF will work alongside seasoned leadership and contribute their vision and skills to the team. They will align financial strategies with PJM's mission and values, impacting the communities PJM serves.

The Vice President of Finance will manage day-to-day financial operations, develop financial strategies, and contribute to strategic goals. Leading a team in financial reporting, budgeting, and forecasting, the VPF will collaborate with the CEO and senior leadership to drive initiatives and promote unity across PJM's entities. The ideal candidate will combine operational excellence, strategic insight, and a commitment to PJM's Christian values and mission.



QUALIFICATIONS, COMPETENCIES, & RESPONSIBILITIES

Key Responsibilities

Financial Management and Oversight:

Lead financial operations, including accounting, central budget management, financial reporting, and compliance. Supervise a small team of finance professionals, ensuring accuracy, efficiency, and adherence to financial regulations and standards.

Strategic Financial Planning:

Collaborate with senior leadership to develop financial strategies that align with PJM's mission and growth objectives. This includes evaluating potential expansions, mergers, acquisitions, and new initiatives within RVR and BMG.

Risk Management and Supervisory Oversight:

Oversee risk management processes, ensuring financial stability and compliance. Supervise indirect HR functions related to finance, working closely with the HR department to ensure alignment on compensation, benefits, and financial aspects of HR management.

Operational Efficiency and System Enhancements:

Enhance the efficiency of financial operations and systems. Ensure the effective use of financial management software, such as Sage, and leverage technology to improve financial processes and reporting.

Stakeholder Engagement and Communication:

Maintain effective communication with internal and external stakeholders, including presenting financial reports to the board, engaging with auditors, and providing financial insights to support departmental decision-making.

Qualifications

Bachelor's degree in finance, accounting, or related field; MBA or relevant certification (e.g., CPA, CFA, CNAP) preferred.

Significant experience in financial management roles, with a track record of strategic planning and leadership growth.

Proficiency in financial software (Sage) and Microsoft Office, with exceptional organizational and analytical skills.

Demonstrated supervisory experience, capable of leading and mentoring a finance team, with indirect oversight of HR-related financial management.

Mature, committed follower of Jesus and active in a bible-believing evangelical church, integrating faith with professional expertise.

Excellent communication and interpersonal skills, with a dedication to PJM's Christian values and mission.

Compensation

PJM is dedicated to attracting and retaining high-quality staff members who feel called to serve its mission and people.

Compensation for this role ranges from \$150,000- \$175,000 based on skills and experience.

Benefits for this position are highly competitive with comparable opportunities and include 403b retirement benefits.

Location

PJM's corporate headquarters are located in Hunt Valley, MD a suburb of Baltimore.

This position will be a hybrid role, with an in-office schedule to be determined between the candidate and the PJM leadership team.



THE SEARCH AND SELECTION PROCESS ▶▶

DickersonBakker Executive Search has been retained by Peter & John Ministries (PJM) to conduct this search for Vice President of Finance. Candidates will be identified through a number of sources; DickersonBakker consultants will review and evaluate all interested parties in the process of determining a final group for consideration. The search will be coordinated by members of the PJM selection committee who will be involved in all aspects of the process, including interviewing finalists and participating in the decision-making process. The search will be conducted in a professional, consistent manner with a commitment to all potential candidates being afforded the same considerations by the search firm and the Client. Reserving its rights as a religious institution, PJM is an equal-opportunity employer. All reasonable efforts will be made to protect the confidentiality of candidates. Additional information may be obtained by visiting dickersonbakker.com



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