

PENSION FUND OF THE CHRISTIAN CHURCH
JOB OPPORTUNITY: AREA DIRECTOR
*Join our Team to Ensure the Growth of \$3.2 Billion in Assets
and Serve our 13,000+ Members who Serve Others*

Pension Fund of the Christian Church is seeking an entrepreneurial and mission-minded team member to join our team as **Area Director** covering a geographic territory in the US. For the right candidate, this position will create the opportunity to work in a personally fulfilling environment while being part of a purpose-driven organization that works to secure the financial futures of our 13,000+ members.

BACKGROUND

Pension Fund currently has assets in excess of \$3.2 Billion. In service to our members, Pension Fund partners with employers to:

- Offer financially secure retirement savings options and education for pastors and lay employees of the Stone-Campbell movement, including financial support of surviving family members and provisions for those who become disabled;
- Invest and prudently manage the resources of our members - maximizing returns, minimizing costs and assuming the burden of market risk;
- Engage members with compassionate care and personalized attention;
- Steward the assets and programs of Ministerial Relief and Assistance; and
- Utilize current and compliant processes.

Our products include a defined benefit pension with death and disability benefits; a 403b tax-deferred account (TD); Roth IRA; Traditional IRA; Benefit Accumulation Account (BA) (similar to a money market account); and Medicare Supplemental plans. We are one of more than 70 IRS approved non-bank trustees in the US.

Pension Fund members are part of the Stone-Campbell movement, including but not limited to the Christian Church (Disciples of Christ), Christian Churches and Church of Christ, Church of Christ / Disciples of Christ International, and Churches of Christ (acapella) in the United States. We operate a Retirement Contribution Account (RCA) plan in Canada and a Pension Plan in Puerto Rico.

APPROACH

Every day when they wake up, our ideal candidate will be inspired to be part of a customer-focused, entrepreneurial, and results-driven team. They will find inspiration in the hard work our organization does to ensure financially secure retirement plans for our members in congregations, the international mission field, institutions of higher education, benevolent care facilities, and other expressions of the movement.

Primarily, this individual will focus on directly establishing new employer relationships, sell Pension Fund's products to the employers and their employees, cross-sell products

to established members, and provide outstanding customer service to our established members and employers.

OBJECTIVES

Reporting to the Vice President for Client Relations, the Area Director will:

- Reach or exceed individual goals, as well as goals for their geographic region;
- Build relationships within the Stone-Campbell movement to add new employers and increase the members using our retirement products and services;
- Develop new employer relationships and add additional employees to established relationships;
- Identify and track high potential relationships, including existing and potential members;
- Engage current members to add additional products;
- Provide a 5-star customer experience to our members and work colleagues;
- Coordinate the presence of Pension Fund at ministry-related events within the territory, inviting senior management to be present as appropriate;
- Work with the enrollment specialists and operations team to onboard new members and employers;
- Develop participation agreements between Pension Fund and employers, ensuring compliance with Pension Fund's plan documents and the regulatory environment of church plans;
- Work closely with marketing to establish successful support and partner programs; and
- Be a model for the customer-oriented and team-oriented culture.

QUALIFICATIONS

The successful candidate will:

- Be ordained clergy or have a BA degree in a business-related field and have at least five years of professional experience in banking, investments, insurance or sales;
- Demonstrate an understanding of work within an associational system and a working knowledge of the Stone-Campbell movement and/or Christian Church (Disciples of Christ) and Pension Fund;
- Possess clear professional strengths to support the work of others;
- Be outstanding at interpersonal and written/verbal communication skills;
- Work smoothly and consistently in a remote work setting with a geographically dispersed team; and
- Serve as a team player who excels working in small, cohesive groups.

The successful candidate will be entrepreneurial yet mission-minded. They will see the health of the customer community as their primary goal, and to achieve this, they will be detail-oriented, a self-starter, and excellent at time management. They will be comfortable working with teams in an environment of diverse experience, skill-sets and

working styles. They will be comfortable with new systems and technologies. The successful candidate should understand the unique relational dynamics of working in a church-related, non-profit organization. Membership in the Christian Church (Disciples of Christ) or a Stone-Campbell movement congregation is required.

The position is based either at the Pension Fund's headquarters in Indianapolis, Indiana, or in a major metropolitan area associated with the assigned territory and with ample nonstop domestic airline access. With approximately 40% travel required for church-related events, educational seminars and client meetings, travel for in-person meetings with customers and partners will be essential for success in these roles.,.

SALARY & BENEFITS

Pension Fund of the Christian Church offers a highly competitive base salary along with the following benefits:

- Goal-oriented variable compensation with no earnings cap;
- 14% of base salary to our pension plan;
- A generous healthcare stipend based on family status as of January 1;
- Full family coverage on dental, as appropriate;
- Two times annual base salary up to \$500,000 in our group term life policy;
- Full vacation benefits;
- A matching tax deferred retirement account;
- Educational assistance up to the maximum allowed by the IRS as nontaxable income; and,
- A family-oriented office environment with flexible work schedules.

Interested and qualified candidates should submit a resume and cover letter to Nicole Porter, Director of Human Resources nporter@pensionfund.org. Candidates will be reviewed on a rolling basis and applications will remain open until the position is filled.

Pension Fund does not discriminate in employment opportunities or practices on the basis of race, color, religion, sex, national origin, handicap, age, sexual orientation, status as a parent, or any other characteristic protected by law.

Our mission is *For the Support of Ministry.*¹

Our Vision is that *Stone-Campbell pastors and lay employees will enjoy a Strong...Smart...and Secure retirement.*

+Core Values: Integrity, Security, and Compassion

Integrity: the quality of being honest, making membership-oriented decisions

Security: the state of stability, providing freedom from worry or fear

Compassion: the ability to help others in times of need or distress

¹ Referencing Alexander Campbell's call to the Church in 1830 for contributions in support of the gospel and missionary labor to ensure care of the aged. P.16 "For the Support of Ministry."