



BRIDGE *of* GRACE MINISTRIES

OPPORTUNITY PROFILE CHIEF EXECUTIVE OFFICER



THE OVERVIEW

Bridge of Grace Ministries (BGM) is a Christian community development ministry dedicated to long-term neighborhood transformation in Southeast Fort Wayne, Indiana. Their heartbeat and mission is to uplift the community, empower disenfranchised groups, and restore hope through an innovative, holistic, and Gospel-centric approach to community development.

Unlike standard charity models that rely on transactional relief, Bridge of Grace employs asset-based community development. They do not focus on neighborhood deficits; instead, they build directly upon the existing talents, cultures, and inherent potential of the local residents. Reflective of their hearts for their mission, the Board and staff of BGM mostly live in the communities they serve, enabling the relationships and insight needed for transformational ministry.

The ministry operates with a healthy \$1.7M annual budget and a staff of over 20 full time employees, and maintains a portfolio of community assets, including more than 40 real estate properties, a local landscaping social enterprise, and a landmark \$18M community facility.

Bridge of Grace seeks their next CEO to continue their impactful community development in Southeast Ft. Wayne, but also to scale their ministry to reach more vulnerable neighborhoods in their region. The ministry has strong operational stability and team continuity during this pivotal leadership search.

The next CEO will step into a trusted and highly regarded organization, uniquely equipped to expand its transformative footprint across the region.



THE MISSION

The core philosophy of Bridge of Grace Ministries is anchored in Christian principles intersecting with holistic economic development in under-resourced neighborhoods. Affiliated with the values of the Christian Community Development Association (CCDA), the ministry embodies the belief that faith-based compassion and evidence-based results are not mutually exclusive. BGM actively battles systemic, chronic poverty through a proven four-pronged approach:

- **Asset-Based Development:** Activating existing neighborhood resources and talents rather than introducing short-term handouts.
- **Human-Centered Relationship:** Affirming the inherent dignity and value of every resident by meeting people where they are.
- **Evidence-Based Metrics:** Ensuring community outcomes are highly measurable, tracking quantitative data alongside qualitative impact.
- **Faith-Based Foundations:** Restoring spiritual and community hope under the guidance and direction of God.

They believe the most powerful evangelism is not only in speech and word, but actively being the Good News; not just preaching the Gospel but demonstrating the Gospel. They believe love for their neighbors that is only spoken is not love at all. Bridge of Grace aspires to demonstrate and express love to their neighbors through their actions.

To this end, they have a philosophy of service, believing that it is possible for people to break the cycle of poverty. Their vision is to see the communities, neighborhoods, and people in southeast Fort Wayne restored and thriving again. To do this, BGM seeks a CEO who, in addition to skilled organizational leadership qualifications, embodies a true pastor's heart for shepherding the flock, humbly listening to its needs, and leading impactful initiatives for its betterment.

THE OPPORTUNITY

The next Chief Executive Officer will assume overall administrative, operational, visionary, and fund-development responsibility for Bridge of Grace Ministries. Working in close concert with an engaged and aligned Board of Directors, the CEO will inherit a passionate staff and steer the ministry toward its next chapter of scalable impact.

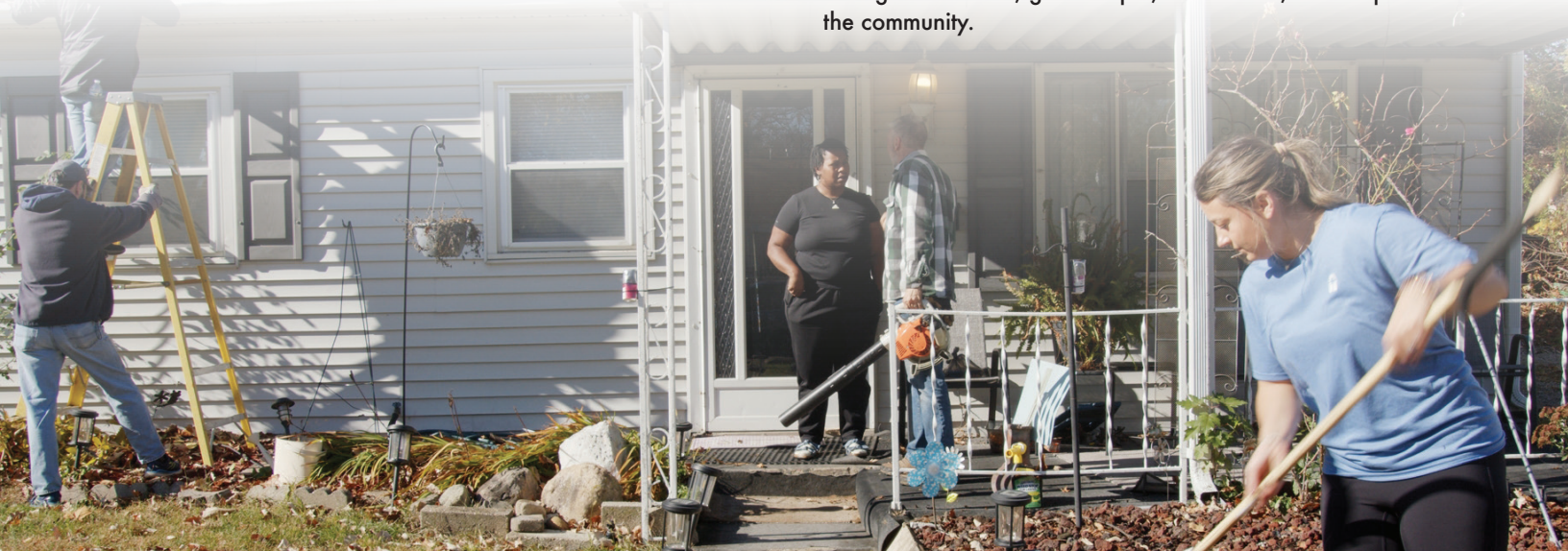
Because their approach is rooted in deep relationships with the communities they serve, and their growth has been the result of responding to immediate and strategic neighborhood needs, the primary objective for the first 12 to 18 months will be relationship building with the community, continued fundraising, operational and systems improvements, and programmatic refinement. Looking towards the future, the incoming leader will be tasked with building a comprehensive, multi-year strategic plan, optimizing internal systems, and elevating employee benefits to support the dedicated staff.

Key Responsibilities

- **Strategic & Visionary Leadership:** Lead the team from a founder-centric operational model into a formalized institutional structure. Establish a unified, long-term strategic plan for housing development, early childhood education, and social enterprise scaling.
- **Fund Development & Sustainability:** Serve as the chief storyteller and primary fundraiser for the ministry. The new CEO will oversee all major donor relationships, managing a diverse revenue stream that includes major gifts, line-item grants, and rental income from premier anchor tenants.
- **Operational Execution:** Partner with the executive team—including the CFO and Program Directors—to build robust financial oversight, standardize operational systems, and foster an organizational culture marked by accountability, trust, and professional growth.
- **Community & Public Relations:** Act as the a leading champion and public face for Southeast Fort Wayne. Maintain and grow trusted relationships with local businesses, civic leaders, funding partners, and neighboring faith communities.

Candidate Qualifications

- **Mature Christian Character:** A strong, active Christian faith aligned with the principles of biblical justice, neighborhood advocacy, and spiritual restoration.
- **Urban Ministry & Housing Experience:** Demonstrated familiarity with urban community dynamics, asset-based models (CCDA framework preferred), and a working knowledge of housing/real estate development.
- **Proven Executive Leadership:** Minimum of 5–7 years of organizational leadership experience (nonprofit or for-profit) with significant oversight of budgets, staff development, and board governance.
- **Entrepreneurial & Analytical Mindset:** Ability to balance visionary, risk-tolerant thinking with data-driven evaluation to track neighborhood metrics.
- **Exceptional Communication:** A compelling public speaker with a track record of cross-cultural engagement and major-gift fundraising.
- **Deeply Relational Shepherd:** A pastor's heart for caring, shepherding, and engaging relationally with people of all kinds. A willingness to listen, gather input, collaborate, and be present in the community.





THE COMMUNITY

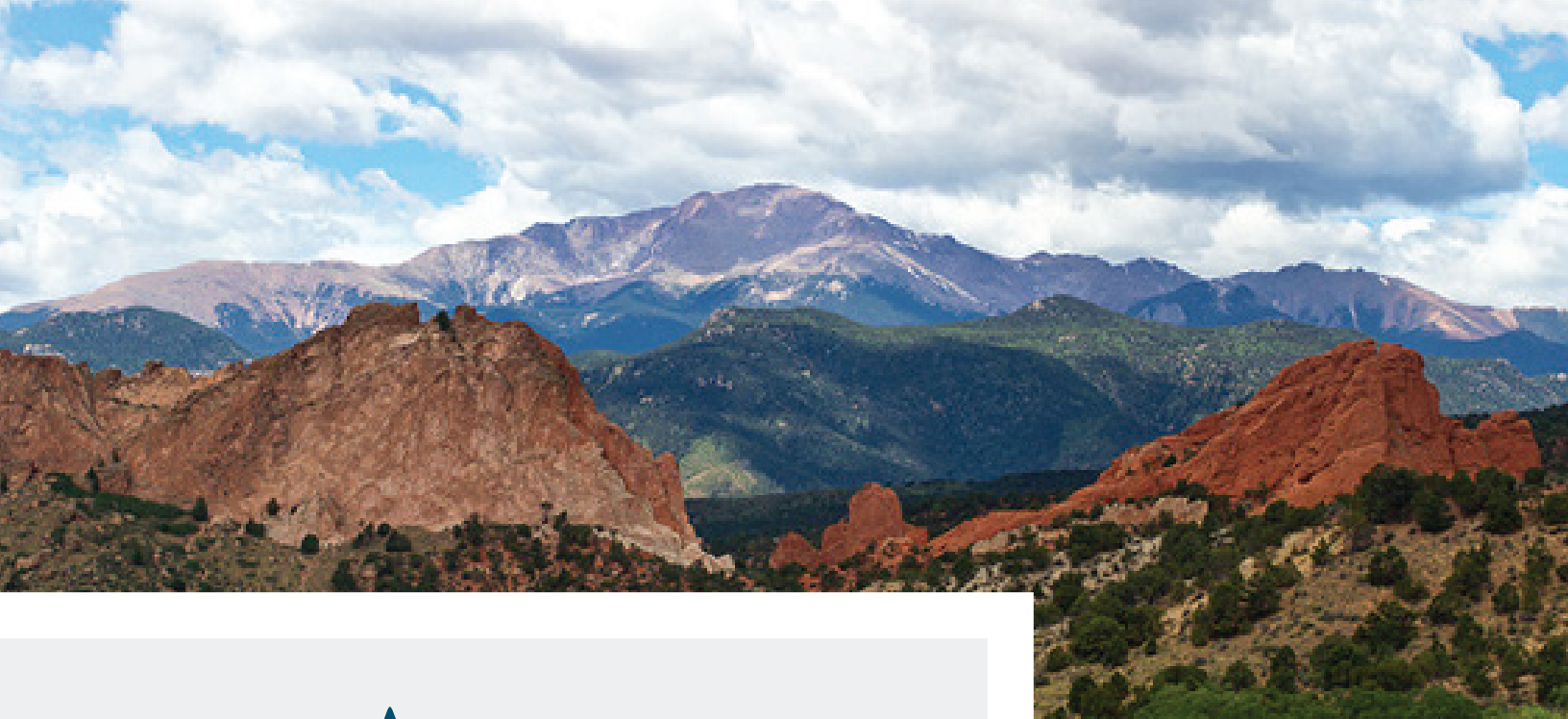
Bridge of Grace Ministries is embedded directly within Southeast Fort Wayne, Indiana—specifically serving the Mount Vernon Park and Petit Rudisill neighborhoods. While parts of this community have historically faced disinvestment and marginalization, the neighborhood is characterized by a cultural diversity and a resilient community spirit. Through BGM's targeted efforts, the area has seen a measurable drop in local crime rates, extensive home renovations, the creation of vibrant pocket parks, and the opening of a state-of-the-art early learning center and health clinic.

The broader city of Fort Wayne is the second-largest city in Indiana and offers an exceptional quality of life. Known for its affordable cost of living, award-winning park systems, and top-tier public and private schools, it provides a perfect balance of mid-sized city amenities and tight-knit community charm. The region boasts a thriving downtown, a diverse economic landscape, and a strong philanthropic network that actively champions local community development.

Life in Ft. Wayne, Indiana offers attractions such as the Ft. Wayne Children's Zoo, Promenade Park and the Riverfront, And the Botanical Conservatory. Within 2-3 hours of Ft. Wayne are fun getaways around the Great Lakes, as well as easy drives to Chicago, Indianapolis, Cincinnati, Columbus, and Detroit.

For a leader looking to step into a place where they can live close to the mission, see the tangible fruit of their labor, and guide a neighborhood into sustainable prosperity, Fort Wayne offers an incredibly welcoming and fertile ground.





AGORA Search Group is a Colorado Springs search firm providing executive search and selection services to churches and faith-based organizations throughout the world.

David brings years of experience in recruiting and is passionate about building and spreading ministry both in churches and Christian non-profits. David leads a men's Bible teaching ministry with members both in his church and from other churches in his area, and weekly writes a free online devotional called Elevated Discourse. He and his wife, Nikki-Dee, live in Franklin, TN with their three children and three dogs.

For further details regarding this position please contact:



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