



# Opportunity Profile

EXECUTIVE DIRECTOR  
KELOWNA GOSPEL MISSION

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NELSON/KRAFT  
AND ASSOCIATES

# EXECUTIVE SUMMARY

Kelowna's Gospel Mission (KGM) is seeking a seasoned leader with a heart for those experiencing homelessness to join their team as Executive Director.

The Executive Director will provide vision, strategic direction and operational leadership to this faith-based, complex, multi-location organization. The Executive Director reports directly to the KGM Board of Directors and will collaborate with the board to ensure organizational effectiveness, excellence in service delivery, support of clients and families, and a cohesive, sustainable organization.

Kelowna's Gospel Mission enjoys an enviable financial position today, and the Executive Director will be responsible for the organization's continued economic health.

The Executive Director establishes and sustains a healthy culture that facilitates the motivation and empowerment of others, mentors and develops organizational leaders and aligns the team toward growth, innovation and the fulfillment of Kelowna's Gospel Mission.

Reporting to the Executive Director is a six-member leadership team with 140 employees overall. The executive leadership team reports directly to the Executive Director which makes seven direct reports.

The Executive Director will possess a deep knowledge of homelessness issues, core programs, operations, personnel management and business plan development and execution. They will have managed an organization of a similar size or larger with a preference for homeless care or the social sector field.

If you are a collaborative and relational executive leader with a demonstrated ability to lead a prosperous and growing non-profit organization, and you have proven networking and fundraising experience, we would love to connect with you.





# OUR STORY

A few students from Okanagan Bible School offered coffee and conversation to visitors at the Kelowna City Park. By 1985, those students opened a drop-in centre, then a soup kitchen, an emergency shelter, and a thrift store.

Since then, we have grown to be one of the Central Okanagan's largest service organizations dedicating to addressing homelessness in all its facets. We remain unshakeable in our hope.

## **What comes to mind when you think of homelessness?**

What is known as "homelessness" is often the result of circumstances and trauma such as generational poverty, drug addiction and abuse.

We find more individuals on the streets are struggling with mental health or other medical issues. For those who have been incarcerated, they can fluctuate between recidivism and homelessness if they don't have any options once they are released.

Combined with a lack of income, conflicts with family and disagreements with landlords, being on the streets feels like their only option.



### How do we create a community of wholeness where hope guides all that we do?

Our 40-plus years of experience has shown us that the best way to wholeness is to have an intentional approach that gives each person their agency and dignity.

We follow the Continuum of Care, creating an integrated system that provides for specific needs of each person, wherever they are in their life. It's anchored on three pillars:

- **Safety:** That all basic needs are met, including physiological, psychological and cultural needs. This includes harm reduction, access to counseling and mental health resources and trauma-informed spaces and policies.
- **Belonging:** That each person is known, accepted and able to contribute. We affirm their sense of identity, help them reunite with family members and work with them to know their unique contribution to the community.
- **Hope:** That each person is led by purpose, inspiration and faith. They learn life skills, have opportunities to work or volunteer, have access to religious and spiritual spaces and know that their success is something we cherish and celebrate.





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## OUR MISSION

To feed the hungry, shelter the homeless and help the hurting.

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## OUR VISION

A community of people being made whole.

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## OUR VALUES

- Compassion
- Respect
- Integrity
- Transformation
- Grace-led

# KEY RESPONSIBILITIES

- Provide outstanding leadership and management to realize the organization's mission, core values, culture and service models.
- Lead and collaborate with the executive leadership team and the board to develop and communicate a compelling vision and relevant strategies for KGM. These strategies will then be translated into goals, providing clear direction and focus for organizational execution.
- Cultivate a strong, trusting partnership with the board; effectively leveraging the board's expertise and clarifying the roles and accountabilities of the board and its committees.
- Drive the organization to achieve and surpass business and service goals and objectives.
- Build and lead a high-performance management team; attract, promote and retain team members; empower, coach and provide learning experiences to ensure the development and succession of the organization's future leadership.







- Direct the organization's financial and budget activities to fund operations, maximize investments, maintain positive outcomes and increase efficiency.
- Oversee resource development and advancement activities to support the long-term mission and success of the organization.



- Represent, promote and protect the reputation of the organization and its mission.
- Direct the negotiation and approval of contracts and agreements with suppliers, distributors, federal and provincial agencies and other service and customer entities.

# QUALIFICATIONS

The Executive Director will thoroughly commit to KGM's mission with proven leadership, coaching and relationship management experience. Concrete, demonstrable experience and other qualifications include:

- 7+ years of experience in progressively responsible leadership positions; developing and operationalizing strategies that advance an organization to the next growth stage.
- A high level of skill in coaching and managing staff and high-performance teams; setting objectives, building accountability and commitment and developing others to build capacity. Skilled in assessing and retaining talent.
- Experience in building organizational cultures with a high level of employee engagement.
- Expertise in guiding organizations through change.
- Skilled in working with a board of directors and other constituents with a high ability to cultivate relationships.
- Strong written and verbal communication skills.
- Practical influence abilities; a passionate communicator with well-developed interpersonal skills.
- Able to oversee and support multidisciplinary projects and build organizational collaboration.
- Exhibits high ethical conduct, integrity, confidentiality and professional behaviour.



# QUALIFICATIONS CONT.

- A seasoned leader who has demonstrated the ability to lead a complex, faith-based organization.
- Strengths in capital projects and development, an asset.
- Proven ability to raise funds through resource development and grants.
- Dedicated to community collaboration and stakeholder engagement.
- Team builder, motivator and mentor to create a healthy staff and organizational culture that reflects the servant heart of Jesus and attends to the whole person, spirit, soul and body.

# OUR SEARCH TEAM



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## **MARK KRAFT** LEADING THE SEARCH

Mark is a trusted and sought-after executive search leader, with over 20 years of combined experience in the public and private sectors. Bringing a deep level of care and commitment to his clients, Mark has successfully led over 100 executive talent searches across Canada, for roles ranging from CEO to CFO, to COO. With his breadth and depth of experience, Mark has become a respected advisor and go-to expert for non-profit, charity, and faith-based organizations looking to source top executive talent.



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## **SHAWN PLUMMER** SUPPORTING THE SEARCH

Shawn is a senior executive who, after 22 years in international relief and development, most recently served as President & CEO of Food for the Hungry Canada. His career has led to deep relationships and respect within his broad network of non-profits and businesses globally and across Canada. With invaluable program and leadership experience, a history of managing large teams, as well serving as a board member himself, Shawn is well equipped to come alongside your organization to ensure you have the right leadership team in place to drive your future success.

# ESTIMATED SEARCH TIMELINE

While every search is dynamic and time frames are hard to predict, the following is an overview of the expected timeline and details for this search:

**Location:** Kelowna, BC

**Application Deadline:** February 28, 2025

**Short List Interviews:** March 2025

**Start Date:** TBD

**Salary Range:** \$120,000 - \$150,000

## HOW TO APPLY

Apply online at [nelsonandkraft.com/jobs](https://nelsonandkraft.com/jobs) with your cover letter and resume. You must be eligible to work in Canada.

Nelson/Kraft & Associates Inc. is an executive consulting firm that specializes in working with not-for-profits and for-profit businesses across Canada, assisting them in the placement of senior executives and directors.

Nelson/Kraft & Associates Inc. welcomes and encourages all interested applicants to apply for this position and is committed to the principles of diversity and inclusion in its hiring practices, and will only make distinctions among interested applicants in accordance with the applicable Human Rights legislation.

Nelson/Kraft & Associates Inc. also welcomes and encourages applications from candidates with disabilities. Accommodations are available on request for candidates taking part in the selection process. If you require disability-related accommodation during the recruitment process, please contact us.