

Position Profile

Executive Director Search



When you think of The Rescue Mission, think of programs that transform lives by maintaining and restoring families through shelter and transitional housing; breaking the cycle of substance abuse by providing emergency services and shelter for men, women and families; live-in recovery programs for men and women with addictions; the Veterans' Resource Center providing voluntary assistance to homeless veterans; the Challenge Learning Program offering GEDs and basic adult education and career navigation. The Rescue Mission is faith-based and invests in people's potential through providing long-term solutions to their challenges! This is a great organization!

The Rescue Mission (TRM) seeks a professional, experienced, high-energy and compassionate person-of-faith to help shape and lead the future of TRM. With dynamic and visionary leadership, the new ED will significantly increase TRM's ability to grow and respond to community needs, strengthen its operational excellence, and encourage greater philanthropic support for The Rescue Mission.

Executive Search conducted by:

Hagel & Company
253.693.2780
www.hagelsearch.com



About The Rescue Mission

Mission

To offer God's help, hope, and healing to the most impoverished members of our community.

Vision

That every homeless person in Pierce County has access to a complete and permanent pathway out of poverty as they pursue God's plan for their lives.

Our Purpose

We help all people; including clients, volunteers, donors and staff, to become their best. We provide emergency services such as shelter and food to the homeless or hurting; offer self-sufficiency programs to help lift a person from poverty and break the chains of addictions; support prevention programs and share our Christian faith.

2016 Key Outputs/Outcomes

- Provided over 311,000 hot, nutritious meals
- Provided over 49,000 nights of warm, safe shelter to over 1,200 homeless men
- 142 reentered the workforce, and over 52% increased their income while staying at TRM
- 46 men and 37 women became clean and sober
- 54% have maintained their sobriety after 2 years. That is over 4x the national average!



OVERVIEW

The Rescue Mission provides help and hope to men, women and children who need shelter, food and assistance with life changes that lead to self-sufficiency. The Rescue Mission works with people at all stages of addiction, homelessness or other life challenges, offering proven services, support and facilities. Originally founded in 1912 to serve homeless men in Tacoma, The Rescue Mission has grown to serve women and children in the Tacoma/Pierce County area.

TRM is governed by an active and engaged fifteen member volunteer Board of Directors. Many board members also serve actively as program volunteers and are truly dedicated to the mission of the organization.

The Mission's FY 17/18 budget is \$6.86 million. Public support and revenue comes from donations, foundations, wills and trusts, United Way of Pierce County and government grants. Other income comes from rentals, interest and miscellaneous sources.

TRM programs are delivered by a multicultural staff of more than 65+ full and part-time employees. TRM offers both faith-based and secular programs to its clients. A number of the employees are graduates of TRM programs who have decided to dedicate their work life to helping others, as they were helped.

For more information about The Rescue Mission go to:

www.trm.org

The Rescue Mission's Strengths, Focus & Opportunities



The Mission's Organizational Strengths

- Client-centered programs and services that provide a path to healing and transform lives
- Financial stability
- Highly regarded by funders and collaborators for providing high quality services and as a "go-to" partner
- Compassionate, client-oriented staff and board of directors
- Very strong community support with more than 9,000 volunteers involved in services in 2016



Initial (12-18 months) Focus for the Executive Director

- Achieve a smooth, transparent, inclusive leadership transition including an assessment of internal capacity to ensure the continuation and growth of successful programs.
- Actively develop strong internal and external relationships with the Board, Staff, funders, public officials and partners to support the Mission's reputation in the community.
- Take a leadership role in the homelessness conversation throughout the local, county and state area.
- Assess the need for facilities enhancement, expansion and maintenance and identify funding sources to support the need.
- Begin the implementation of the new strategic plan.



Longer Term Challenges & Opportunities

- Continue to build and expand collaborations with other service organizations, churches and government,
- Continue to address the increasing size and needs of the homeless population.
- Continue to develop appropriate income-producing enterprise opportunities.
- Work to strengthen the Mission's position as an employer of choice that supports its employees' job needs and professional development.



THE POSITION



REPORTING AND AUTHORITY

The Executive Director is the chief executive officer of The Rescue Mission and carries out the directives of the Board of Directors, and is responsible for the day-to-day management of the organization, which includes leadership, strategic planning, fundraising, Board of Directors relations, and partner and community relations. He or she will be responsible for all employee selection, reporting and employee development.

WORKING RELATIONSHIPS

The Executive Director is expected to interact with the following on a regular basis. Teamwork and a professional public presence are essential.

- The TRM Board of Directors
- All staff members and volunteers
- Clients
- Clergy and congregations of local churches
- Partner organizations
- Leaders of other human service agencies and other community organizations and coalitions
- Funders and individual donors
- News media
- Local, county and state elected and appointed government and human service professionals
- Local community and ethnic groups representing a wide spectrum of cultures
- Members of the general public

MINIMUM QUALIFICATIONS

Seven-plus years of progressively more responsible senior leadership experience in a complex nonprofit organization. Demonstrated success in building high-performing teams, supporting volunteer boards of directors and building community partnerships. Strong written, verbal and listening skills. Fundraising skills and a high level of financial and business acumen are critical. Experience working in a faith-based organization and related services desirable. Bachelor's degree minimum. An advanced degree is a plus.

COMPENSATION & BENEFITS

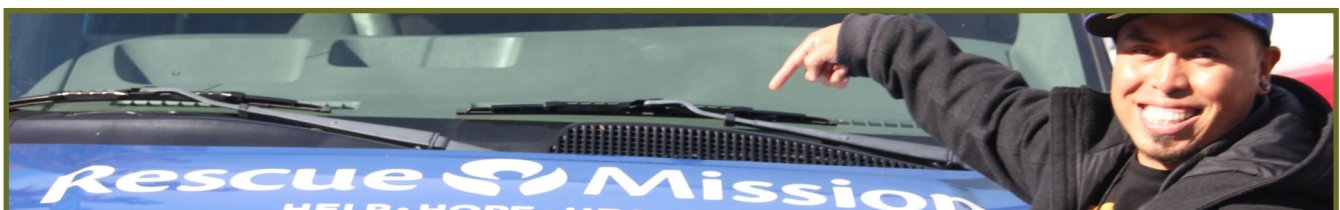
The salary range for this position is very competitive with like-sized human service organizations in the area. Employee benefits include medical, dental, vision, employee funded healthcare reimbursement account and a 403 (b) retirement plan with employer matching.

The ideal candidate will possess the following personal attributes:

- Person of Christian faith
- Servant Leader
- Impeccable integrity
- Values equity and diversity
- Innovative
- Possesses high emotional intelligence
- Strategic thinker
- Effective listener
- Inspirational
- Self-confident with positive executive presence
- Holds self accountable for actions

The ideal candidate will exhibit these behavioral and professional competencies:

- Visionary – Confronts the complex realities of the environment and simultaneously maintains faith in a different and better future, providing purpose, direction and motivation
- Results-Driven - Dedicated to shared and measurable goals for the common good; creating, resourcing, scaling, and leveraging strategies and innovations for broad investment and impact
- Mission-Focused – Committed to create organizational change that supports the mission
- Team Builder – Ensures that the right people are in the right roles at the right times; fostering commitment, trust, and collaboration among multi-cultural leaders and stakeholders
- Resource Development - Provides the leadership necessary in identifying and maximizing financial support from all sources, traditional and non-traditional, that can be mobilized for organizational impact
- Collaborator – Understands the roles and contributions of all sectors of the community and can mobilize resources (financial and human) through meaningful engagement
- Brand-Steward – Is a steward of the brand and understands his/her role in growing and protecting the reputation of the organization
- Relationship-Oriented – Understands that people come before process and is astute in cultivating and managing relationships toward a common goal
- Network Oriented – Values the power of networks; serving to leverage the agency's breadth of community presence, relationship, and strategy
- Governance and Voluntarism - Values the roles that volunteers play in the organization in its operations, governance and fiduciary responsibilities
- Business Acumen – Possesses a high-level of broad business and management skills and is effective at managing the financial resources of the organization
- Outward-Turning – Understands the dynamics of local, regional and national environments, and works on an agenda rooted in the community's own perception of its needs and aspirations





TIMING AND APPLICATION

Applications that are received by **5:00 pm on January 26th, 2018** are assured full consideration. It is anticipated that final candidate interviews will be held the week of March 5th.

To apply or view the current status of the position go to:

www.hagelsearch.com/trm

All submissions will be acknowledged and will be held in strict confidence. The starting date for the successful candidate will be subject to discussion between the candidate and The Rescue Mission.

Finalists for the position will be required to participate in a behavioral and critical thinking assessment. The assessment, delivered in two separate sessions, is web-based, takes about 65 minutes, and helps match the candidate's attributes and competencies with the desired attributes and competencies for the position. All results are held strictly confidential. Formal background checks will be conducted on finalists for the position, with their permission.

CONTACT INFORMATION

For further information please contact: Frank Hagel 253.693.2780 - frank@hagel.net or Marcia Walker at 253.693.4072 - marcia@hagel.net. DO NOT submit your application to these email addresses.





LIVING & WORKING IN TACOMA

The Rescue Mission is located in beautiful Tacoma, Washington. Surrounded by mountains and water, Tacoma and Pierce County feature picture-perfect views and abundant recreational opportunities year-round. Drawing families to its charming neighborhoods with big city amenities, true urbanites are drawn to downtown Tacoma for its living spaces with sweeping mountain, city and water views. Environmentally progressive, tech-savvy, artistic, festive and surrounded by water and stunning mountain views, this unique, vibrant and personality-rich city will delight each of your senses.

Tacoma and the Pierce County area is a great place to live, visit and do business. The area is home to a diverse population of nearly 800,000 people. Whether you're looking for economic opportunity, cultural events or educational excellence, you'll find it—and much more—in Tacoma.

The city is also home to nationally known educational institutions such as Pacific Lutheran University, the University of Washington Tacoma, the University of Puget Sound, Evergreen State College Tacoma campus, and local community and technical colleges. Many globally-recognized organizations are regionally or nationally headquartered in the Tacoma area including: State Farm Insurance, BNY Mellon, Columbia Bank and Key Bank. The entire Tacoma waterfront and Point Defiance Zoo and Aquarium are undeniably highlights to individuals and families living or visiting the area. Just a quick 30 minute drive to Seattle will allow you to root on national sports teams such as the Seattle Seahawks, Seattle Mariners Baseball Club, Sounders FC, Seattle Storm WNBA and the Thunderbirds hockey team.

Although the Pacific Northwest is known for its rain, Tacoma actually is far from one of the wettest cities in the United States. Rain jokes aside, Tacoma boasts gorgeous mid-70 to 80 degree summers. Mild winters sometime see a few days of snow. Within about 45 minutes you can reach the perfect destination for snow and water sports, plus golf, hiking and camping.

For more information on living in Tacoma go to www.cityoftacoma.org.