



**Portland
Rescue Mission**

EXECUTIVE DIRECTOR OPPORTUNITY PROFILE

PORTLAND, OREGON

GREETINGS

Dear Prospective Candidate,

The Board of Directors of Portland Rescue Mission is pleased to announce an exceptional opportunity for the role of Executive Director. After 18 years of highly successful and impactful transformational leadership, our Executive Director has decided to retire from his position. We are therefore seeking a dynamic and visionary leader who is passionate about our mission to provide hope and restoration to those experiencing homelessness and addiction in our community.

The Executive Director will play a pivotal role in engaging with our community, guiding our organization, ensuring the effective implementation of our programs, and fostering a culture of compassion and excellence. The role reports to the Board of Directors who follow the Carver Policy Governance Model. This model sees the board develop a Global Ends Statement while providing broad discretion to the Executive Director to develop and pursue Means that achieve the Ends within defined executive limitations. As a result, this position requires a strategic thinker with a proven track record in nonprofit leadership, fundraising, and community engagement.

Key responsibilities include:

- Leading and managing the overall operations of Portland Rescue Mission.
- Developing and executing strategic plans to advance our mission and achieve the Global Ends Statement
- Building and maintaining strong relationships with donors, volunteers, and community partners.
- Overseeing financial management, ensuring the sustainability and impact of our programs.
- Advocating for the needs of people experiencing homelessness and those struggling with addiction.

We are looking for a candidate who embodies integrity, respect, and service. The ideal candidate will have exceptional communication skills, a collaborative leadership style, and a deep commitment to making a positive impact in the lives of those we serve.

If you are inspired by the opportunity to lead a dedicated team and make a meaningful difference in our community, we encourage you to apply for this rewarding position.

Thank you for your interest in Portland Rescue Mission. We look forward to learning more about your qualifications and vision for our future.

Sincerely,

Executive Director Search Committee, Portland Rescue Mission



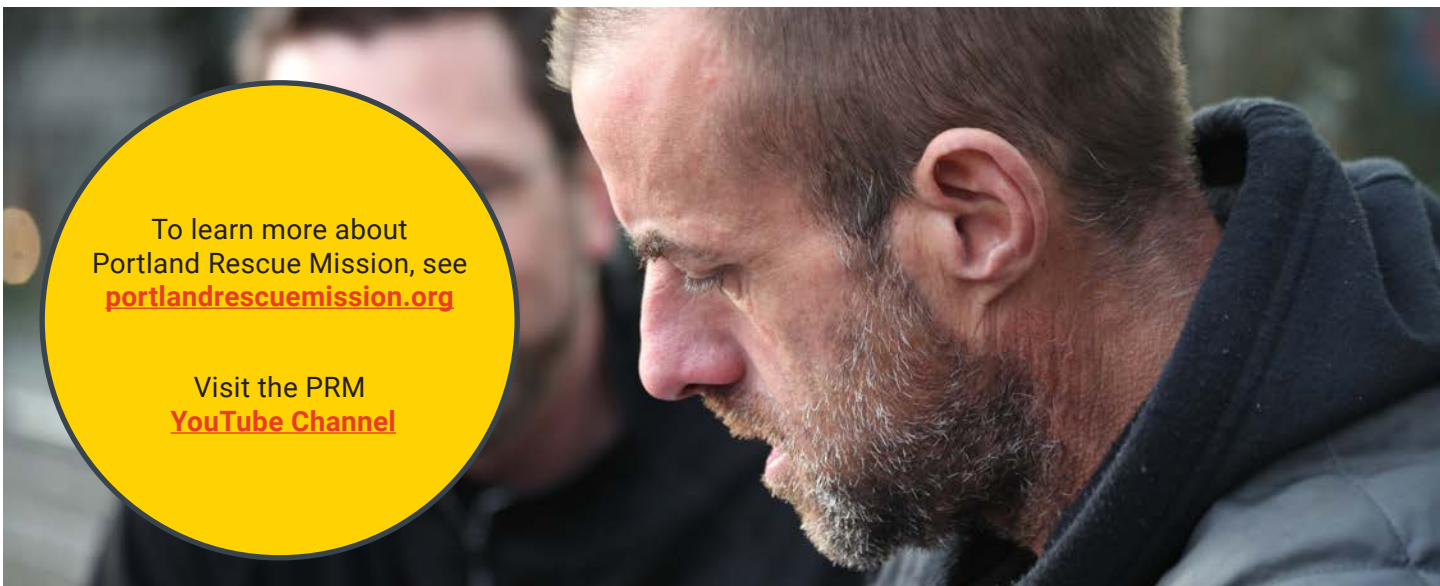
OVERVIEW

Celebrating 75 years of dedicated service to the Portland community, Portland Rescue Mission (PRM) is committed to breaking the cycle of homelessness, addiction, and despair in the lives of hurting people. Providing a comprehensive range of programs spanning emergency services at the Burnside Shelter to transformational, abstinence-based recovery services, PRM expresses the love of Christ through meeting people where they are and walking with them on a path towards a purposeful, self-sufficient life. PRM stands out as a Christian ministry that helps individuals find transformed lives free of addiction through proven, abstinence-based recovery programs. With a \$10.4M budget, more than \$23M in assets, and zero debt, the 84 staff at PRM steward donors' resources exceptionally well for maximum impact.

Maintaining a Christ-centered approach is central to PRM. The ministry of PRM is accomplished through a vast team of staff and volunteers pursuing excellence as highly relational, Christ-centered, joyful servants. Whether through emergency services at the Burnside shelter, addiction recovery and life transformation through New Life Ministries, or through transitional assistance and vocational training, the compassionate staff walk alongside guests on their journey towards healing. The ministry of PRM is fully funded through donors, churches, and philanthropy, providing a broad network of support for the work of this vital ministry.

The resulting outcomes are transformational. In 2023 alone, PRM served over 216,000 meals, provided 64,000+ nights of shelter, and cared for 5,700+ guests through the various ministries. Remarkably, 81% of the men and women who have completed the one-year program in the last five years remain addiction-free and in housing.

After 18 years of serving and shaping the outstanding ministry of PRM, Executive Director Eric Bauer has resigned his position. The next ED will inherit a healthy organization, an accomplished leadership team, an engaged and informed board, programs with a history of exceptional results, supported by a strong financial position. Along with these significant organizational strengths, the ministry is poised for growth in the areas of fundraising and advancement expansion, cultivating church and ministry partnerships, increasing community engagement and visibility, and advancing missionally aligned strategic initiatives to expand the ministry of PRM to serve more guests. Portland is a city with extensive needs in the areas of homelessness and addiction, and PRM is one of three faith-based homeless ministries in the area providing services to address the crisis. The Board of PRM seeks a leader of deep faith and integrity to courageously lead PRM into the next decade of serving the people of Portland through sharing the Word of God and demonstrating the love of Christ to bring hope and healing to people suffering from hunger, homelessness, and addiction.



To learn more about
Portland Rescue Mission, see
portlandrescuemission.org

Visit the PRM
[YouTube Channel](#)

GUIDING PRINCIPLES

MISSION

We share the Word of God and demonstrate the love of Christ to transform the lives of people suffering from homelessness and addiction.

HIGHLY RELATIONAL

We believe our mission requires a ministry culture that manifests the abundant life offered in Jesus Christ through surrender of ourselves to God and obedience to His Word. We pursue the privilege of abiding in Christ daily, receiving God's love and grace. Through the Holy Spirit's transforming power, we nurture relationships with one another that are rich in both mercy and truth. Therefore, we diligently cultivate mutual trust by committing to repentant living that produces honesty, humility, transparency, and gratitude.

CHRIST-CENTERED

We believe our mission requires a ministry culture that discipled all staff, partners, and people we serve to deepen their identity in Christ through practicing the disciplines of the faith. In particular, we emphasize the disciplines of worship, prayer, Bible study, journaling, generosity, solitude, fasting, and regular fellowship with devout believers.

JOYFUL SERVANTS

We believe our mission requires a ministry culture that inspires followers of Christ toward sacrificial living and vitality of service. We humbly serve with compassion, respect, and love, pursuing unity in diversity, so as to offer a winsome testimony of Christ's transforming work. We equip staff, partners, and people we serve to cultivate their spiritual gifts and God-given talents in order to serve joyfully according to their calling.

STATEMENT OF FAITH

Portland Rescue Mission believes:

- In the Bible, the inspired and authoritative Word of God.
- In one God who exists eternally in three persons: Father, Son, and Holy Spirit.
- In the Deity of our Lord Jesus Christ, the Son of God, in His virgin birth, in His sinless life, in His miracles, in His substitutionary and atoning death through His shed blood, in His bodily resurrection, in His ascension to the right hand of the Father, and in His future personal return to rule in power and glory.
- In the inborn sinfulness of all humanity and our resulting universal brokenness and alienation from God and others.
- In God's perfect love and holiness which initiated reconciliation to all who by faith receive Christ's atoning death and regeneration by the Holy Spirit for complete forgiveness and eternal life.
- In the empowering ministry of the Holy Spirit, who lives in Christians, thereby convicting and enabling each to live a godly life.
- In the bodily resurrection and judgment of both the saved and the lost.
- In the spiritual unity of the universal Church as the Body of Christ.



A LEGACY OF HOPE

It was 1949 when John Van Diest, Sr. looked with compassion at the hungry, destitute men struggling on the streets of Portland and shared his lunch. It happened so often that his wife, Tress, began making extra sandwiches for him to pass out to broken men. They then began serving soup out of their car. This eventually evolved into a simple soup kitchen on Burnside Street. John and Tress purchased the groceries themselves to make a pot of soup to share. Afterward, John would share with them about God's love. From those humble beginnings, PRM was born. By 1954, that kitchen had grown and moved to its current location at 111 W. Burnside Street.

Following decades of growth, PRM now serves men, women, and children in seven locations: the Burnside Shelter, The Harbor, Shepherd's Door, three community homes, and our Drive Away Hunger location. The ministry includes a wide range of programs designed to meet a hurting person at their point of need and walk beside them toward their journey home.

1 BURNSIDE SHELTER (Established 1949) - Compassionate Care 24/7 365 Days a Year

At the Burnside Shelter, hundreds of men and women have their urgent and practical needs met every day. And every service comes with this message: "You are valuable, you are loved, and you have not been forgotten". Every meal, warm bed, or one of the many other services provided may become the first step on the path to hope and a home.

Extended Shelter Programs:

- **Next Step Program**

Offering Neighbors the Next Step Towards Housing

The Next Step Program provides employed or referred people with shelter, showers, clothes, case management, and guidance.

- **Connect Program**

Connecting People to a New Beginning

Connect is a three- to six-month shelter program that offers up to 40 men a place to transition from homelessness to independent housing and employment.

Daily Shelter & three meals a day

Safe Living spaces

Caring, Trained Staff & Volunteers

Supportive Community

Vocational Training

Career Planning & Job Support

Giving Hope. Restoring Life.

Since 1949 Portland Rescue Mission has been here to give hope and restore life to men, women, and children struggling with hunger, homelessness, and addiction.

A LEGACY OF HOPE

2 NEW LIFE MINISTRIES - Life Transformation for Men, Women, & Children

New Life Ministries offers healing and life transformation for men, women, and children through Shepherd's Door (women and children) and The Harbor (men). Compassionate staff walk alongside guests on their journey towards healing. In fact, 81% of the men and women who have completed the one-year program in the last five years remain addiction-free and in housing. New Life Ministries offers sustainable growth in a supportive community through:

- Addictions Recovery/Relapse prevention
- Relational and emotional development
- Spiritual growth
- Life skills training
- Legal and health care advocacy
- Job training

SHEPHERD'S DOOR (Established 2003) – Women & Children

Women, and women with their children, find healing through addiction recovery, vocational training, spiritual encouragement, and transitional support in a safe, retreat like setting for one year. Up to 42 women and 25 children are housed in a retreat-like setting with personal bedrooms, daycare, and holistic, highly relational staff. Women find safety and support to overcome challenges such as addictions, unhealthy relationships, and negative life patterns. By treating the whole person, not just the symptoms, women are given the opportunity to live transformed, sustainable lives.

THE HARBOR (Established 2013) - Men

The Harbor provides a supportive and relational environment for up to 40 men. At The Harbor, men receive holistic care to overcome substance use disorders, unhealthy relationships, negative life patterns, and inadequate life skills. The programs at The Harbor for men focus on three primary areas: addiction recovery, spiritual formation and life skills development. As staff members compassionately walk beside men, they are encouraged to grow inside and out.



A LEGACY OF HOPE

3 TRANSITIONAL SUPPORT

Community Houses (Established 2017)

The Community Program offers up to 15 women who have completed at least one of our extended New Life Ministry programs the opportunity to continue their life transition within a safe, peer-supported environment living in one of the community houses. This program provides training and support for women and their children in a community residence with other New Life graduates. Here they successfully establish independent living and sustain addiction recovery by fostering their relational integration into communities outside of PRM.

The 24-month Community Program includes:

- Transitioning into community-based residential life
- Integrating more deeply into a community-based recovery group
- Adapting to a new employment environment
- Growing deeper roots in a supportive church community

4 VOCATIONAL TRAINING

At all PRM facilities, participants gain job readiness training and vocational skills development so they can start their new life with work skills that lead to careers. PRM social enterprises Fresh Start Catering and Drive Away Hunger provide unique opportunities for participants to engage with the community and learn tangible work skills.

Fresh Start Catering

New Life participants learn kitchen skills, sales, customer service, and more through PRM's catering business, "Fresh Start Catering." Every sale provides life-giving care and dignity to hundreds of people in the community. There is no better way to make groups feel appreciated than presenting them with a wide array of entrees, salads, charcuterie boards, and traditional favorites including pulled pork sandwiches, and delicious sides.

Drive Away Hunger

Drive Away Hunger provides vocational training programs for our participants. Each vehicle donated to Drive Away Hunger not only trains men and women in a variety of jobs but also gives hope to hurting neighbors through meals and shelter.



PRM AT-A-GLANCE

In 2023



5,718 people served by various ministries



216,858 meals were served or provided for needy men, women, children, & families



64,199 nights of shelter through Shelters & Recovery Programs



1,202 volunteers
18,308 volunteer hours



25 church partners

Financials



\$10.4M Annual Budget (FY 2024)
\$24.3M Assets
\$0M Debt



\$0 government funding



75 years of serving the homeless



84 employees (70 FT, 14 PT)



8 properties owned; 1 property used for transition is owned by a church

PRM is a 501(c)(3) recognized as a church by the IRS and provides weekly public worship services.

Annual Income Breakdown



(FY 2023)

Public support **\$9.1M**

Gift in kind **\$1.8M**

Other income **\$1.0M**

Realized/Unrealized gain **\$0.7M**

Interest/dividend revenue **\$0.5M**

Total public support & revenue **\$13.1M**



THE POSITION

The Executive Director (ED) of Portland Rescue Mission (PRM) works in partnership with the PRM Board and the staff to provide leadership, vision, and direction for the ministry and develop ministry strategy. The ED develops and executes strategies to realize the long-term objectives approved by the Board, manages the ministry's programs and operations, and represents the ministry in the community.

The candidate who will thrive in this deeply impactful ministry will demonstrate a commitment to the following priorities:

1 Communicate the Purpose, Vision, and Goals

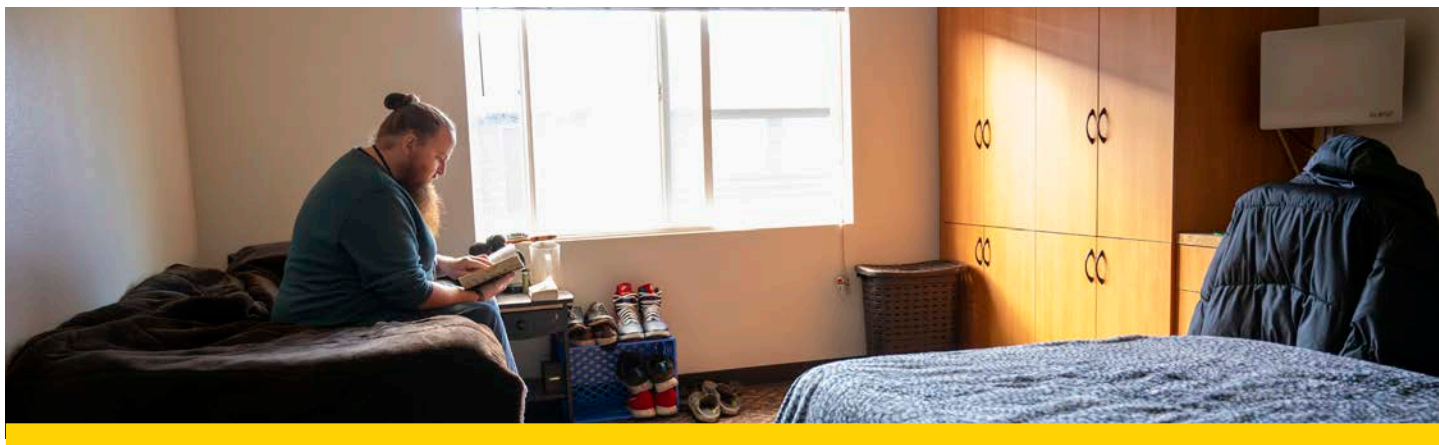
- Strengthen visibility and connections in the Portland community while effectively championing the mission, vision, and purpose of PRM.
- Prioritize resources to support the development and achievement of clear, shared goals.
- Invest time in local churches, speaking, possibly preaching, building relationships and comprehensive partnerships with faith communities allowing believers to “get their hands dirty” and grow in their faith.
- Enjoy a consistent external presence in Portland, fully engaging in the vibrant renewal of the city.
- Be a bridgebuilder and peacemaker in a highly secular environment representing God's grace and the gospel in overwhelmingly attractive ways.

2 Focus on those Served

- Be daily driven to love the least of these.
- Empower PRM to be a beacon and lighthouse community in the midst of darkness.
- Passionately focus on bringing value to PRM guests and potential guests, listen to their feedback, and consistently seek ways to deliver value.
- Maintain a focus on serving those suffering from homelessness and recovery ministries while adapting to changing regulatory and social pressures.

3 Maintain Commitment to Improvement

- Be resilient and ready to overcome obstacles.
- Hold the team accountable and evaluate performance when results fall short of goals to keep moving forward.
- Continue to recruit, hire, nurture and retain the best fitting talent available.
- Build a continuous and insatiable learning environment within PRM to be creative, adaptive and to be prepared for the changing realities and needs of our city.



THE POSITION

4 Lead by Example

- Enthusiastically and relentlessly promote, inspire, vision cast, and fundraise to honor and support the mission and people of PRM.
- Minister to donors and prospective donors empowering their giftedness and wealth for God's Kingdom.
- Foster a collaborative culture that drives the ministry toward the greater vision.

5 Be a Strategic Decision-Maker

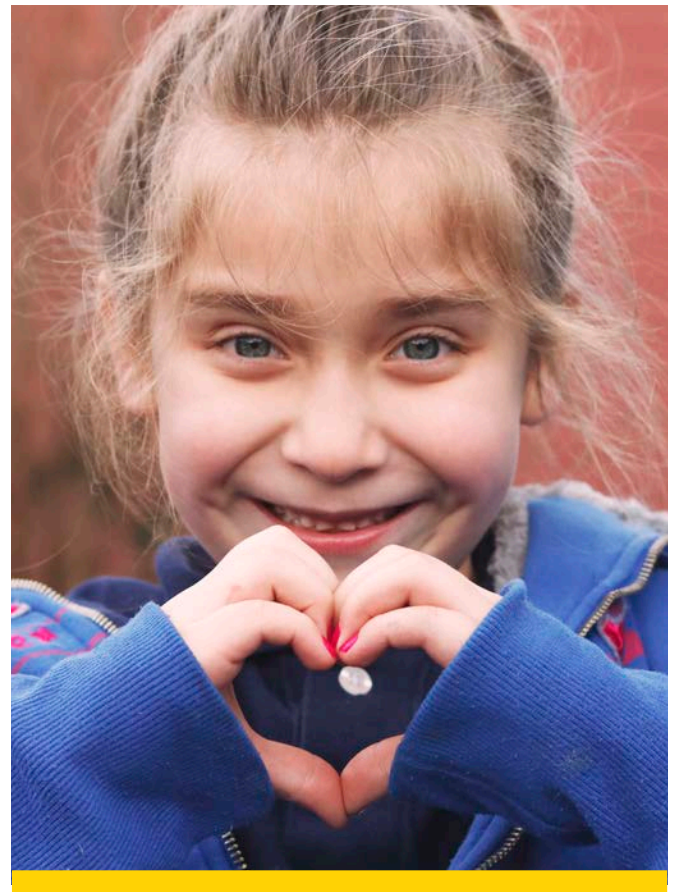
- Dream and vision-cast about the future of PRM and its Kingdom impact on the city.
- Develop strategic alternatives for owned properties.
- Steward and drive initiatives to strategically deploy capital-expansion reserve funds.
- Grow the ministry strategically, and continue to invest in organizational best practices, systems, and infrastructure.

6 Build Community and Fortify the Mission

- Continue to build a unified PRM culture, and a strong and nurturing faith environment which stands out as a light in a very secular city.
- Reinforce the God-centric and binding PRM mission in every leader, board member, staff member, partner, and volunteer.
- Revel in the responsibility and opportunity to grow, inspire and steward a city-changing ministry for God's Kingdom.

The ED will be tasked with building an Advancement Team starting with hiring a new Director of Advancement who will grow, integrate, and mobilize the current Marketing, Major Donor, and Community Engagement teams. Expanded fundraising and donor engagement are key enablers to extend PRM's reach and impact. Capital campaigns and an increase in fundraising will be required to expand services and capacity for vulnerable populations, especially women and children. This includes new or expanded shelter facilities tailored to women's needs, with wraparound support services to house more people in need. The next ED will develop and execute a plan for several additional properties currently owned by PRM and work with the Burnside Shelter to avoid service interruptions due to planned city construction projects.

He or she will be a natural relationship builder with proven effectiveness in navigating complex cultural/political environments. The ED will routinely need to juggle multiple priorities while responding to internal and external demands. As the external face of the ministry in the context of a changing regulatory and cultural/social pressures in the Portland area, the ED will winsomely champion a robust faith-based culture with and unwavering dependency upon Christ. He or she will reflect a life marked by purpose and integrity, a person of exceptional judgment who inspires lasting trust.



QUALIFICATIONS

FAITH

- A leader of deep personal faith.
- Demonstrate a passion to see men, women, and children come to know Jesus Christ as their personal Savior and Lord.
- Agree with and sign PRM's Statement of Faith.
- Be a mature, unapologetic Christian leader who integrates faith, service, and leadership and discerns a specific calling to this role.
- Be a person of strong moral integrity and trustworthiness who manifests the fruit of the Spirit professionally and personally.

EDUCATIONAL & PROFESSIONAL EXPERIENCE

- Bachelor's degree or equivalent experience along with a commitment to being a lifelong learner.
- Three years' experience working with those in addiction recovery or homelessness.
- Three years' experience leading executive staff in a nonprofit organization.
- Five years of senior-level P&L management in an organization with \$5M or more in annual revenue/donations.
- Experience working in an organization with three or more ministries, departments, or subsidiaries.
- Experience running a capital campaign of significance.
- Exceptional managerial skills: planning, organizing, implementing, and supervising.
- Proficient in technology, tools, and common software applications.
- Experience working with a Board and a working knowledge of the Carver Policy Governance Model.
- Has (or can quickly develop) credibility and relationships in the Portland community.

The Executive Director of PRM is responsible for leading and empowering staff, formulating strategies to engage churches, and representing the ministry in the public and in its partnerships. The Executive Director is accountable for Ministry Ends/Goals as defined by the Board of Trustees.

The following positions report directly to the Executive Director: Chief Operating Officer, Director of Staff Ministry, Program Directors (Burnside, Harbor, Shepherd's Door), and the Director of Advancement (currently open - to be hired by the Executive Director).



EXPECTATIONS

Functioning as the Chief Executive Officer of PRM, the ED will continue to grow, enhance, and improve the effectiveness of PRM's life transformational programs. The Board is committed to following the Carver Policy Governance Model, where it focuses on developing a Global Ends Statement while providing broad discretion to the Executive Director to pursue Means that achieve stated Ends within defined executive limitations. The current Global Ends Statement is:

"Individuals suffering from homeless, hunger and/or addiction will experience the love and grace of Christ through compassionate care and discipleship that give hope leading to transformed lives."

Below are some of the corresponding goals or results PRM might ideally seek in the first five years:

COMMUNITY AND CHURCH ENGAGEMENT

- Effective community engagement that successfully cultivates financial support, goodwill, partnerships, and positive brand recognition.
- Increased partnerships with and participation from faith communities.
- Passionate and life-changing board recruitment efforts.

ADVANCEMENT INITIATIVES

- Growth of the Advancement Team by hiring an effective Director of Advancement to partner with the new Executive Director and the Board in strengthening community, church, donor, and partner connectivity to resource PRM.
- Increase in annual revenue by 25% (\$2.25M) to achieve shelter expansion goals. Expand fundraising, particularly with major donors, partner organizations, and younger donors, to further invest in new ministry areas.



EXPECTATIONS

STRATEGIC STEWARDSHIP

- Development of strategic alternatives for two owned, favorably zoned and favorably located properties that will provide vocational training and resource generation.
- Stewardship and strategic deployment of capital-expansion reserve funds.

MINISTRY EXPANSION

- Drive participant recruitment efforts to successfully leverage PRM program capacity.
- The creation of one or more new social enterprises and evaluate the opportunity to significantly scale the existing social enterprises, Fresh Start Catering and Drive Away Hunger.
- Shelter capacity to address the need for a women's facility and space for those with post-acute withdrawal syndrome (PAWS).

COMMUNITY BUILDING

- Continuing to build a unified PRM culture with a strong and nurturing faith environment.
- An ED who embraces the responsibility and opportunity to grow, inspire, and steward a city-changing ministry for God's Kingdom.



PORTLAND, OREGON

Portland, Oregon, has a thriving cultural scene, extensive natural beauty, world-class dining, and great public transportation. The early 1900s brought secure lumber mill jobs and money from the California Gold Rush, which served to bring stability to the economy.

There is no shortage of coffee shops, farmer's markets, and gardens in Portland. Culture is relatively easy to find, as many cultural activities abound. The Portland Art Museum is one of the 25 most prominent museums in the country and includes centers for Northwest and Native American Art. The Portland Center for the Performing Arts hosts eight resident companies. The Oregon Historical Society maintains a collection of over 85,000 artifacts and an extensive research library. The Oregon Zoo contains about 1,000 specimens and is active in 21 Species Survival Plans. And the Oregon Museum of Science and Industry, AKA OMSI, provides a dynamic, engaging environment for adults and children alike.

Portland is an extremely walkable/bikeable city with sidewalks and bike paths connecting to restaurants, shopping, and businesses. There are many large employers in Portland and the surrounding area. Businesses such as Intel, Nike, Kaiser Permanente, and Wells Fargo are headquartered in Portland. Portland offers plenty of parks, rivers, trails, sports events, and other activities to Portlanders moving. Portland is close to Mt. Hood and the Oregon Coast, allowing for easy access to skiing, camping, hiking, and enjoying the beautiful Pacific Ocean. Portland is a little over an hour away from the Columbia River Gorge, considered by many the best windsurfing/kitesurfing location in the world.

Enjoyed by more than 16 million riders annually, the Metropolitan Area Express, better known as MAX, is the light rail system that connects the Portland City Center with Beaverton, Clackamas, Gresham, Hillsboro, Milwaukie, North/Northeast Portland, and the Portland International Airport. With almost 100 stations and 60 miles of track connecting the region, MAX makes it easy for those living in or around Portland to easily commute in and out of the city.

Portland is a beautiful city with abundant green space, trees, plants, and flowers spread throughout the city. In all its beauty, Portland also wrestles with deep issues of hunger, homelessness, and addiction. In 2023, Portland ranked #1 across all major U.S. cities for highest percentage of homelessness, with the homeless population of Multnomah County now exceeding 11,000. And yet, as depicted in PRM's lighthouse logo, the ministry of PRM brightly shines the light of Christ into even the most difficult circumstances and invites all who will enter to come *home*.



PROCESS OF CANDIDACY

If after reading this Opportunity Profile you sense that the gifts and experiences God has given you are a good match for the role of Executive Director at Portland Rescue Mission, we invite you to begin the inquiry process. All candidate information and conversations are treated confidentially. You may contact Marana Basie of JobfitMatters at any stage of the process to receive more information and ask questions. Her contact information is below.

Please submit the following for review. For most favorable consideration, candidates should submit the following information immediately and before September 17, 2024.

- 1 A current resumé
- 2 Responses to the following essay prompts:
 - Describe your testimony of faith in Jesus Christ. How is God using you in your work, in your church, and in your community? How has your relationship with Jesus shaped your career and influenced your decision to apply for this position?
 - What is it about this position – specifically at Portland Rescue Mission – that attracts you?
 - How has your previous experience prepared you to lead a high-capacity, multi-faceted organization that ministers to people experiencing hunger, homelessness, and/or addiction?
- 3 Provide the name and contact information (phone number and email address) of four references who know you and your career well enough to comment on your suitability for this position. (References will only be contacted after we receive your permission to do so later in the candidacy process.)

Note: While we are not seeking large volumes of content, we request that you provide sufficient relevant information to reflect your fit for this role and the strengths you bring to your candidacy.

Submit this information in one document or PDF to:

MARANA BASIE
Executive Search Consultant
JobfitMatters Executive Search
resumes@jobfitmatters.com
Phone: 615.261.4623

Please include **“Portland Rescue Mission Executive Director”** in the subject line of your email.

SEARCH TIMELINE

All candidate information will be reviewed upon arrival. The candidate review process will continue until the ED has been selected (anticipated December 2024).



**Portland
Rescue Mission**