



Opportunity Profile

EXECUTIVE DIRECTOR
KELOWNA GOSPEL MISSION

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 serves as the operational leader of KGM, providing strategic direction to ensure long-term sustainability, effective governance, and strong leadership to a faith-based and multi-location organization. This role requires a strategic leader with strong organizational and relationship building skills and a deep commitment to advancing KGM's mission and values.

The Executive Director fosters a unified, collaborative culture and ensures the organization remains aligned with its core values and priorities. They champion the development of KGM leaders, fostering leadership capacity through mentorship, coaching, and support.

If you are a collaborative and relational executive leader with a demonstrated ability to lead a prosperous and growing 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 dedicated 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 often includes individuals who do not have stable, safe, or permanent housing and are struggling to find a place they can call home. It is often connected to a lack of affordable housing, financial hardship, mental or physical health challenges, and other barriers that make it difficult to stay housed. 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 the shortage of affordable housing, financial hardship, and lack of relationships, being on the streets feels like the 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.



OUR MISSION

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

OUR VISION

A community of people being made whole.

OUR VALUES

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

KEY RESPONSIBILITIES

Leadership, Strategy & Culture

- Provide exceptional leadership and executive management to advance KGM's mission, values, culture, and program objectives, ensuring alignment across all departments and service areas.
- Lead and collaborate with the Senior Leadership Team to execute strategic goals as determined and articulated by the KGM Board of Directors.
- Lead and collaborate with the Senior Leadership Team to translate strategic priorities into clear, measurable, and actionable objectives that determine organizational focus and guide decision making.
- Identify and pursue strategic opportunities to obtain, design, and/or develop a new purpose-built shelter for KGM.
- Drive the organization to achieve and surpass business and service goals.
- Foster a culture of collaboration, accountability, inclusivity, and ongoing professional development, empowering employees to perform at their highest potential.





- Model KGM's core values and create an environment where employees and volunteers feel valued and supported.
- Develop leadership capacity and implement effective succession planning to ensure the organization's sustainability.

Board Relations & Governance

- Cultivate a strong, trusting partnership with the board and effectively leverage its expertise.
- Ensure board members are regularly informed about service program outcomes, financial performance, and all initiatives supporting vulnerable clients facing homelessness.
- Work collaboratively with the board in strategic decision making and provide accurate and relevant information to ensure effective governance.



Financial & Operational

- Direct KGM's financial and budget activities to fund operations, maximize resources, maintain positive outcomes, and increase efficiency.
- Oversee resource development, fundraising, and grant management to support the long term mission and success of KGM.
- Monitor and evaluate programs to ensure effectiveness, compliance, and impact.
- Direct the negotiation and approval of contracts and agreements with suppliers, distributors, federal and provincial agencies, and other service entities.



Community Engagement & Advocacy

- Serve as a public advocate for the unhoused community, engaging stakeholders, policymakers, including the City of Kelowna and other community partners, to advance systemic solutions.
- Build and maintain partnerships with multiple agencies, nonprofit networks, faith-based organizations, municipal authorities and agencies, and service partners to strengthen programs, expand resources, and increase impact.
- Represent, promote, and protect the reputation of KGM and its mission in all community, professional, and media interactions.
- Identify opportunities to improve community awareness, support, and engagement with KGM's programs.



QUALIFICATIONS

- At least a bachelor's degree in business administration, social services, nonprofit management, or related field.
- Minimum of 10 years of progressively responsible leadership positions with proven success in developing and executing strategies that advance organizational growth.
- Strong experience engaging with boards, donors, community partners, and other key stakeholders to advance KGM's priorities.
- Experienced in assessing, retaining, and cultivating talent.
- Skilled in coaching, mentoring, and managing employees and high-performance teams.
- Expertise in guiding organizations through periods of change and transformation, ensuring alignment and adopting new initiatives.
- Excellent communication skills with the ability to inspire, influence, and engage internal and external audiences.
- High standards of ethical conduct, confidentiality, and professionalism.

OUR SEARCH TEAM



shawn@nelsonandkraft.com
604.614.2665

SHAWN PLUMMER LEADING 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.



mark@nelsonandkraft.com
778.982.4427

MARK KRAFT SUPPORTING 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.

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: September 18, 2026

Start Date: TBD

Salary Range: \$120,000 - \$140,000

This position is currently available

HOW TO APPLY

Apply online at 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.