



Opportunity Profile

EXECUTIVE DIRECTOR
SAIL AND LIFE TRAINING SOCIETY

NELSON/KRAFT
AND ASSOCIATES

EXECUTIVE SUMMARY

Sail and Life Training Society (SALTS) is searching for their next Executive Director (ED)!

The ED of SALTS is the Society's chief executive leader, entrusted with stewarding a purpose-driven mission that transforms young lives through sail training, character development, and service at sea. Accountable to the SALTS Board of Directors, the ED provides overall leadership for the organization's vision, strategy, culture, and operational performance, ensuring that SALTS fulfills its mission with integrity, excellence, and faithfulness.

This position calls for a servant leader who models humility and integrity, fosters a healthy and values-based organizational culture, and inspires confidence among the board, staff, volunteers, donors, regulators, and the broader marine and faith communities. The ED serves as a principal ambassador and public representative for SALTS, strengthening public trust, organizational credibility, and long-term sustainability.

Above all, the ED ensures alignment of people, programs, resources, and relationships to drive mission impact—enabling SALTS to continue shaping lives through character and leadership development, and by creating meaningful, high-impact experiences at sea that nurture young people's personal, relational, and spiritual growth.

If you are a non-profit executive with a passion for youth ministry and sailing, and you align fully with the mission and values of SALTS, we would love to connect with you.



A large, multi-masted sailing ship with white sails is shown on the water. The ship has three masts and is sailing towards the left. The water is calm, and the sky is clear. The ship's hull is dark, and it has a small flag on the top of the mainmast.

WHO WE ARE

The Sail and Life Training Society (SALTS) was founded in 1974 and is a registered charity in Canada and the USA. The Society operates two tall ships, the [Pacific Grace](#) and [Pacific Swift](#), and offers [sail training programs](#) for young people ages 13-23 (as well as [day sails](#) for all ages). These ships are maintained at the [SALTS Marina at 451 Herald Street, Victoria BC.](#)

Who are our programs for?

Our programs are for all young people ages 13-23. We value diversity and seek to create a community in which everyone feels they belong. Each year, 1700 young people sail with us and we love getting to know each one of them! There's no need for program fees to prevent a young person's participation.

Our [bursary program](#) helps cover costs for those who cannot afford to pay. SALTS also partners with numerous organizations to provide equal opportunities for youth in challenging life situations. We believe that every one of us brings a unique story and contributes to a dynamic onboard community.

How does sail training work?

Young "trainees" learn all aspects of sailing the ship. They are split into three "watches" (groups) and given responsibilities as training crew. At least one watch is always on duty, working in shifts both day and night. Duties include taking the wheel of the ship, bow watch, sail handling, anchor watch, navigation, radio monitoring, small boat handling, galley chores, etc. Formal instruction is given regarding sailing theory, rules of the road, sailing terminology, knots, etc. Trainees work their way through the SALTS sail training curriculum. Shore trips to beautiful coastal islands and rousing evening mug-ups with games, stories, and singing make for an exciting and diverse experience.

What do we mean by "life training"?

Trainees are encouraged to develop a strong work ethic and take on responsibility. They learn about teamwork and cooperation, because it takes everyone's participation to sail the ship. They develop relational skills, learn to deal with interpersonal conflict, and live in close community. Most report an increase in confidence as a result of overcoming their fears and succeeding in challenges—such as climbing the rigging 115' in the air on a moving ship! Intentional discussions at meal times and informal conversations provide opportunities for "life training" and mentorship.

Where do we sail?

Our ten-day summer trips take place along the coast of British Columbia leaving and arriving from various ports. Each of our five summer routes are unique and full of adventure! By the end of the summer, our ships will have traveled as far north as Haida Gwaii and circumnavigated Vancouver Island. Our four or five-day group trips in the spring and fall navigate various routes around the Gulf Islands of BC.





OUR MISSION

To create a safe and inclusive environment where young people can be themselves and grow personally, spiritually, and relationally through sail training in a supportive Christian-based community.

OUR MOTTO

Training young people, by the sea, for life.

OUR LOGO

The society's logo shows a schooner sailing "wing and wing" with mainsail and foresail balancing each other. Old schoonermen called this "readin' both pages," a harmony of forces which symbolizes the necessity of both the physical and spiritual dimensions in each individual.

KEY RESPONSIBILITIES

Strategic & Organizational Leadership

- Partner with the board to steward SALTS' mission, vision, values, and long-term direction.
- Lead the development and execution of strategic and operational plans aligned with board-defined outcomes.
- Align people, programs, and resources to maximize mission impact.
- Provide clear, regular reporting to the board on outcomes, risks, and key developments.

Governance & Board Relations

- Serve as the board's sole point of delegation to staff, consistent with governance principles.
- Ensure faithful implementation and reporting on board policies and compliance.
- Provide timely, relevant information to support board decision-making.
- Support committees while maintaining clear governance-management boundaries.
- Seek board guidance when policy interpretation is unclear.





Financial Stewardship & Sustainability

- Maintain overall accountability for the Society's financial health, long-term sustainability, and stewardship of charitable assets.
- Lead the annual budgeting process and ensure financial resources are administered in compliance with board policy, donor restrictions, and applicable law.
- Provide clear, timely financial reporting and forecasts to the board, highlighting material risks, controls, and opportunities.

Fundraising & Resource Development

- Lead and participate in fundraising and resource development consistent with board policy and organizational values.
- Engage board, staff, volunteers, donors, and partners to secure sustainable funding.
- Ensure fundraising practices comply with CRA requirements and protect public trust and reputation.



Program Leadership & Impact

- Provide executive oversight of all programs, services, and operations in collaboration with staff, volunteers, and partners.
- Ensure programs remain within board-approved scope and aligned with desired outcomes.
- Promote evaluation, learning, and continuous improvement to strengthen impact.

People, Culture & Volunteers

- Lead hiring, development, and performance of staff and volunteers in accordance with policy and law (with board approval required for Ship Captain roles).
- Foster a culture of trust, accountability, service, and open communication.
- Support staff and volunteers in developing the skills and capacity needed for success.
- Ensure effective systems for recruitment, training, safety, and performance.



Safety, Risk & Compliance

- Maintain ultimate accountability for the safety of all shipboard and shore-based operations.
- Ensure compliance with maritime, safety, labour, and regulatory requirements.
- Identify and manage key organizational risks along with timely reporting to the board.

External Relations & Reputation

- Serve as a primary ambassador and spokesperson for SALTS.
- Build and maintain strong relationships with regulators, funders, donors, churches, community partners, and marine organizations.
- Protect and enhance the Society's credibility, reputation, and standing.

Faith-Based Leadership & Organizational Values

- Lead in alignment with SALTS' Statement of Faith & Ethics.
- Model servant leadership grounded in Christian faith, humility, integrity, and service.
- Foster a respectful, inclusive, and safe environment where faith is expressed with integrity.





QUALIFICATIONS

- 7-10 years' experience leading teams of small to medium size.
- Not-for-profit experience, required.
- Youth ministry experience, an asset.
- Able to sign the SALTS Statement of Faith & Ethics.
- MBA or equivalent, an asset.
- Knowledge of sailing, an asset.

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. 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.



matt@nelsonandkraft.com
613.355.1412

MATT ROBBERSTAD SUPPORTING THE SEARCH

Matt is an accomplished Talent Acquisition Manager with a strong background in the non-profit sector. With over a decade of leadership experience in recruitment and retention, he has a proven record of success. Matt has effectively managed end-to-end recruitment processes for a wide range of positions at Christian Horizons, a major faith-based developmental service organization in Canada. His extensive expertise in recruitment and selection enables him to identify the ideal candidates for various organizational roles.

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: Victoria, BC

Application Deadline: October 13, 2026

Short List Interviews: Late October/early November 2026

Start Date: TBD

Salary Range: \$90,000-130,000

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.

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