



Executive Director / CEO Search Opportunity Profile

ABOUT THE SPRINGFIELD RESCUE MISSION

The Springfield Rescue Mission was established in 1892 under the leadership of Julius Cummings, a former Salvation Army Captain. Over the years, the Rescue Mission has faced leadership, organizational and location changes, giving it an interesting history of survival. In its early years, the Springfield Rescue Mission was a strong Christian-based organization, focusing on feeding, sheltering and clothing men living on the streets or traveling from town to town. For the most part, these were men who had abandoned their families and were addicted to alcohol. The Rescue Mission, then and now, reaches out to the least, the last and the lost – meeting physical and spiritual needs through the presentation of the Gospel, relying on God through the public to support our work.

The Springfield Rescue Mission has been providing services to the hungry, homeless, addicted and poor for over 127 years. Although the Springfield Rescue Mission experienced many changes over the years, it remains a Christ-centered organization, reaching out and touching lives with the Gospel of Jesus Christ and the determination to seek God's will for its future. Men, women and children seek the many services provided at the Rescue Mission daily.

PROGRAM OVERVIEW

Men's Emergency Shelter Program:

SRM's 50-bed Emergency Shelter provides homeless men with nutritious meals, safe shelter and hygiene items, as well as clothing, counseling and referrals to community resources as needed. The Emergency Shelter operates at capacity nearly every night of operation and is expected to serve approximately 500 unduplicated men annually, ages 18 and older.

Food Service Programs:

SRM plans to provide 278,000 meals to individuals and families in need through the following outreach programs:

- **The Public Breakfast Program:** Serves a well-balanced, full breakfast for 100 hungry men, women and children, six days per week, 7:00AM to 7:45AM. SRM is the only organization in the community serving a Public Breakfast six days per week.
- **Operation SONshine:** A mobile food service that delivers an average of 250 nutritious meals per day, on each day of operation, to residents in Springfield's low-income neighborhoods.
- **Traditional Holiday Meals:** Over 2,300 hungry and homeless individuals are served at a sit-down holiday meal on Easter, Thanksgiving and Christmas.
- **Give Away Center:** Clothing, shoes and coats, as well as bags of groceries filled with nutritious food items and food staples and other items for daily living are distributed by appointment to anyone in need and depending on our food inventory.

Men's New Life Program:

Provides biblical counseling and instruction to help men come to terms with their homelessness, addictions and other areas of their lives to return to the community. The Men's New Life Rehabilitation Program (MNLRP) works individually with participants to help them resolve a large number of problems so they can return to the community and sustain a productive life. SRM's facility at 10 Mill Street has a capacity for 60 dorm beds in MNLP, an increase over the 40 dorm beds at the former facility at 19 Bliss Street.

Men's Transitional Living Program:

Graduates of the Men's New Life Rehabilitation Program stay for up to 12 additional months in the Transitional Living Program located at 148 Taylor Street (Springfield) on the Second Floor. The men live in an alcohol-free and drug-free environment and receive meals and case management before making a full transition to independent living. Men's Transitional Program is an extension of Springfield Rescue Mission's Men's New Life Rehabilitation program where men continue working towards making a full transition to independent living.

ORGANIZATIONAL CULTURE

The culture at Springfield Rescue Mission is best described as "solution oriented", addressing the root causes and not just the symptoms of homelessness. Looking deeper than difficult circumstances, to address changes in the heart and mind, is what brings true transformation and long term rehabilitation for individuals and families. The commitment to care for the whole person goes beyond food to eat and a place to sleep. It involves pastoral care: Biblical council, spiritual development, and prayer. The core belief that anyone can be helped to change for the better is factor that drives the organization. The staff believes that transformation is a process worth the long term investment, ups and downs, joys and disappointments, but worth every minute.

POSITION SUMMARY

The Executive Director/CEO reports directly to the Board of Directors and is responsible for serving as the spokesperson for the Mission; leading and inspiring a team of co-workers devoted to serving the homeless and impoverished, and to foster a Christ-honoring organization that exemplifies transparency, integrity and accountability. The successful candidate will be a Christ-centered individual who leads the SRM in its ministry of changing lives and ending the cycle of homelessness through a solution-based program. The selected candidate will oversee a \$5 million ministry, 30 people staff, cultivate relationships with leaders, donors and churches throughout the Greater Springfield area.

FAITH COMPONENT

SRM considers every staff position to be one of ministry. Therefore, it is essential that the Executive Director/CEO, like all other employees, has a personal relationship with Jesus Christ and subscribes to the Mission's Statement of Faith. The Executive Director/CEO must also be willing to lead and/or participate in chapel service and prayer with the clients, public events and throughout our community.

GENERAL RESPONSIBILITIES

Vision Leadership

In conjunction with the Executive Team and the Board, the Executive Director/CEO creates and communicates the vision, purpose and objectives of the Mission to staff, board members, volunteers, media and our community. The Executive Director/CEO encourages individuals, churches and businesses to embrace and support the Mission's vision and purpose.

Program Leadership

The Executive Director oversees the establishment and implementation of ministry services to foster the transformation of lives by developing a relationship with Christ, ending addictions and gaining the knowledge and skills necessary in assisting the client to become a productive citizen.

Fiscal Leadership

The Executive Director/CEO oversees fundraising activities and securing the required resources, both financial and material. The Executive Director is also responsible for developing relationships with churches, businesses, community leaders and individuals to foster community support and financial stability.

Stewardship

The Executive Director/CEO is responsible for protecting and cultivating the assets of the ministry, to include the development of professional staff, operation within approved budgets and adherence to all financial policies established by the board.

REQUIRED QUALIFICATIONS

- The most significant requirement for this position is a heart for the Lord and for the least, last, and lost.
- A strong personal relationship and commitment to Jesus Christ, active involvement in a local church, Christ-centered Biblical view adhering to the SRM Statement of Faith, and a commitment to maintaining healthy relationships and accountability.
- Demonstrate a commitment to establishing productive and life changing relationships with Jesus Christ among the impoverished.
- Experience serving homeless or indigent population with a compassionate heart for the poor and hurting of society.
- Able to cast vision, build consensus and implement strategy by empowering others.
- Excellent verbal and written communication skills as well as public speaking.
- Available to attend week night and/or weekend speaking events.
- Excellent planning, training, organizing, community service oriented, supervisory and project management skills (i.e. multi-tasking).
- Ability to communicate effectively at all levels of management and across diverse cultural and theological backgrounds.

IDEAL QUALIFICATIONS

- Minimum of five years of leadership experience in rescue mission related ministry.
 - Strong leadership skills such as motivation, communication, decision-making, organizational, training, discipline and long range planning.
 - Proven record of accomplishment in Christian leadership.
 - Possess strong, strategic leadership skills balanced with the humility to submit to a shared vision.
- Strong degree of financial acumen with a proven track record of supporting operations and organizational budgets.
- Relevant experience in compassion, social welfare and transformational ministry.
- Experience interfacing with a Board of Directors, Committees and public.
- A “roll up your sleeves” servant-like attitude and a joyful willingness to meet needs.
- Ability to recognize and control emotions.
- Experience with donor development and financial campaigns/reporting.
- Bachelor’s degree (Business, Social Work, Ministry or Related Fields).

ESSENTIAL FUNCTIONS

- Recruit, develop and lead high-caliber teams with diverse and complementary gifts, talents and abilities.
- Provide leadership and administrative oversight for all programs.
- Develop major donor and stakeholder relationships in support of overall fundraising strategy.
- Provide quarterly reports to the Board of Directors on all aspects of program ministry and other areas of responsibility.
- Cultivate and maintain professional relationships with ministry, governmental and private agencies.
- Keep Board of Directors apprised of any new developments that have an adverse impact on organization.
- Responsible for financial performance of assigned areas, including monitoring key financial indicators and insuring timely corrective actions.
- Ethical, professional and honest at all times.

THE SEARCH PROCESS

If you, or someone you know, have interest and meet most of the experience and motivational requirements described in this profile, please contact Thomas Manzi, 413.388.3237 - Stokwzl2@aol.com, suggest that person for consideration, and/or forward this information.

Send resume to the contact below.

Names will be treated discreetly, and candidates should be assured that their inquiries will be treated with the utmost confidentiality.

In order to provide equal employment and advancement opportunities to all individuals, employment decisions at SRM will be based on merit, qualifications, and abilities. SRM does not discriminate in employment opportunities or practices on the basis of race, color, sex (as determined at birth and not subject to change), national origin, age, disability, or any other characteristic protected by law, except when an otherwise protected characteristic is a bona fide occupational qualification and except as provided below.

As a religious entity, SRM is legally permitted to make employment decisions based upon religious criteria, including doctrinal and lifestyle issues. It is the policy of SRM to utilize only staff members of like faith who subscribe without reservation to SRM's Statement of Faith and Standards of Conduct and who are living out these doctrines and standards in all areas of their lives, both at and away from ministry functions.

Furthermore, SRM is legally permitted to make employment decisions concerning its ministerial employees based upon criteria it deems appropriate, regardless of whether those criteria include otherwise legally protected characteristics. Ministerial employees are defined as employees whose employment responsibility is to impart ministry doctrine to those seeking services and/or the general public.

Nothing contained in this Equal Employment Opportunity Policy should be constructed to limit SRM's constitutionally and statutorily protected right to make employment decisions based on otherwise legally protected characteristics.

SRM will make reasonable accommodations for qualified individuals with known disabilities unless doing so would result in an undue hardship. This policy governs all aspects of employment, including selection, job assignment, compensation, discipline, termination, and access to benefits and training.

For further information on this position, please contact: Thomas Manzi, 413.388.3237 - Stokwz12@aol.com

SRM STATEMENT OF FAITH

The Springfield Rescue Mission's (SRM) primary task is to present the Gospel of Jesus Christ according to God's Word (the Bible) to those we serve. To preserve the unity of the ministry, we require part-time and full-time staff, Resident Assistants, Board members, and volunteers (engaged in program teaching, preaching or counseling) to subscribe to the Statement of Faith below and refrain from sharing any doctrines that are contrary to it.

1. **We believe** in the Trinity of the Godhead; one God eternally existing in three persons: Father, Son (Jesus Christ) and Holy Spirit. **(Deut. 6:4; Matt. 6:30-32; John 1:1, 14; Acts 5:3-4; Rev. 1:8)**
2. **We believe** in the verbal and plenary inspiration of the Bible, which is the complete and inerrant Word of God. **(Prov. 30: 5-6; 2 Tim. 3:16-17)**
3. **We believe** in the direct creation of the universe and man, by God, apart from any process of evolution. **(John 1:3; Heb. 11:3; Gen. 1:27)**
4. **We believe** in the deity, virgin birth, sinless life, blood atonement for the remission of sins, bodily resurrection and imminent return of Jesus Christ. **(John 1:1, 14; Matt. 1:18-25; Heb. 4:15; Rom. 3:25-26; Luke 24:36-39; James 5:8; Rev. 22:20)**

5. **We believe** that for the salvation of lost and sinful men, regeneration by the Holy Spirit through faith in the person and work of the Lord Jesus Christ is absolutely essential, and is permanent and cannot be lost once it is received – eternal security. **(John 3:16; Eph. 2:8-9; Titus 3:5; Eph. 1:13-14; 2 Cor. 1:21-22)**
6. **We believe** in the resurrection of both the saved and the lost; those who are saved unto the resurrection of blessedness in heaven with Christ forever, and those who are lost unto the resurrection of damnation in hell with Satan forever. **(John 5: 28-29)**
7. **We believe** in the spiritual unity of believers in Christ and the present ministry of the Holy Spirit, by whose indwelling the Christian is enabled to live a godly life. **(Rom. 12:4-5; 1 Cor. 10:17; 3:16; Gal. 5:22-23)**
8. **We believe** that the only Scriptural marriage is the joining of one naturally-born man and one naturally-born woman. **(Gen. 2:24; 1 Cor. 7:10)**. We believe that any form of homosexuality, lesbianism, bisexuality, bestiality, incest, fornication, adultery, and pornography are sinful perversions of God’s gift of sex. We believe that God disapproves of and forbids any attempt to alter one’s gender by surgery or appearance. **(Gen. 26:8-9; Lev. 18:1-30; Rom. 1:26-29; 1 Cor. 5:1; 6:9; 1 Thess. 4:1-8; Heb. 13:4)**
9. **We believe** that every person must be afforded compassion, love, kindness, respect, and **dignity (Mark 12:28-31; Luke 6:31)**. Hateful and harassing behavior or attitudes directed toward any individual are to be repudiated and are not in accord with Scripture nor the doctrines/policies of the Springfield Rescue Mission.

This Statement of Faith is an expression of the cardinal Christian doctrines that are foundational to this ministry of the SRM. In order to maintain and promote spiritual unity within this framework, it shall be understood that the primary spiritual objective of the SRM is personal salvation and the practical application of Biblical principles to daily life.

In matters of faith and practice not specifically mentioned in this document, particularly in controversial areas such as eschatology, healing, speaking in tongues, storehouse tithing, preference of one Bible translation/paraphrase over another, and all other areas where sincere, Protestant evangelical Christians and churches hold differing views, the SRM takes Ephesians 4:14b as our biblical support for safeguarding Mission residents from erring in the faith. We address these areas as needed in the program classes and counseling as part of their overview of biblical teaching (Acts 20:27).

“I, therefore, the prisoner of the Lord, beseech you to walk worthy of the calling with which you were called, with all lowliness and gentleness, with longsuffering, bearing with one another in love, endeavoring to keep the unity of the Spirit in the bond of peace.” (Ephesians 4:1-3)