



**PRESIDENT/CEO SEARCH
OPPORTUNITY PROFILE**

Presented by





ABOUT CITY RESCUE MISSION

City Rescue Mission is a faith-based, solution-based ministry providing a path back to hope for the homeless. For nearly 60 years, City Rescue Mission has been a beacon of hope to thousands in Oklahoma City and beyond. Because sometimes bad things happen in life, leading people to make choices that lead them to a dark place. Without a good support system, people can turn to drugs, alcohol and crime, landing them on the cusp of homelessness. City Rescue Mission offers a path back to hope. Instead of indefinite shelter, it offers a safe, temporary place to stay and successful programs and services to help people transform their lives for the better. Through the Bridge to Life recovery program, CRM helps people overcome the problems and issues that prevent them from living their best life. They support their clients every step of the way, with counseling, job training, educational opportunities and more. [VIDEO](#)

PROGRAM OVERVIEW

CRM's emergency relief services meet the immediate physical needs of men, women and children who are homeless. This includes nourishing food, a hot shower, clean clothing, and a safe night's rest. For some, this help is all they need to get back on their feet. But for many, their situations are more complicated and challenging, requiring long range solutions. Recovery programs provide opportunities for men, women and women with children to address life issues – addiction to drugs, alcohol and gambling, domestic violence, lack of education and job skills, mental illness and spiritual bankruptcy – and to gain the confidence and knowledge to become productive members of the community. They believe every person who comes through their doors, regardless of his or her circumstances, should be treated with respect and Christ-like service. There is only one way this ministry is able to meet the needs of Oklahoma City's homeless and hurting. It is through God's guidance and the generous partnership of thousands of individuals, businesses and churches, who serve alongside. God is working through this ministry to change the lives of hundreds of hurting people every day. CRM continues to be a center for transforming lives of the least, the last, and the lost.

CITY RESCUE MISSION VALUES

Christ-Centered: "Jesus is our rock"

Compassionate: Dedicated to the wellbeing of others

Hopeful: People can change – and do

Responsible: Keep your word

A Positive Spiritual Environment

Proven Impact





BRIDGE TO LIFE PROGRAM [\(Video\)](#)

Short Term Services for those able to find housing and employment in a reasonable time.

Specialized Services for those with severe disabilities or the elderly and those that cannot sustain housing due to their condition.

Work Program for those able to obtain full-time employment.

School Program for those able to participate in educational activities that will result in employment.

Pre-Orientation required preparation for the recovery program.

Recovery a holistic, faith-based approach: spirit, mind and body. 10-12 month residential program.

ORGANIZATIONAL CULTURE

The culture at City 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 staff is quick to acknowledge and celebrate that the overwhelming majority of “Bridge to Life” participants graduate (70% success rate) the program. The core belief that anyone can be helped to change for the better is factor that drives the organization. The staff believes that recovery is a process worth the long term investment, ups and downs, joys and disappointments, but worth every minute. While the leadership and staff are united in their Christian faith, there is diversity in faith traditions and ecumenical backgrounds

EXECUTIVE STAFF COLLEAGUES

Erin Goodin – Interim President, CFO

Erin grew up in Moore, Oklahoma. Even at a young age, she had a heart for those in need. Erin always sought out others who needed help and did everything she could to find a solution to their problems. She has spent the past eight years helping clients find solutions to their needs while serving as the Chief Financial Officer at City Rescue Mission. She graduated from Southern Nazarene University with a Bachelor’s Degree in Science in Business Management with an emphasis in accounting. She has worked in the Accounting field for 21 years but found her



niche in non-profit accounting as the Accounting Manager at United Way. She resigned from this position to stay home with her children.

Erin and her husband Matt have been married 22 years and have five children, four daughters and one son. They attend St. Marks Catholic Church where they serve as Eucharistic Ministers and ushers. They enjoy watching their children participate in sports and playing board or card games together. They are a very competitive family and a game of spoons in their house can become dangerous. They enjoy traveling, spending time together, being outdoors and serving the Lord.

Kim Combs – VP HR/Administration

Kim Combs was born in Jacksonville, Florida. She has six siblings. Kim has been married to Ron Combs for 46 years and they have two children, one boy, one girl and five grandchildren, three boys and twin girls. Kim Combs has served in the non-profit ministry arena for 45 years and loves helping others in their time of need.

Her years in ministry have provided opportunities to enhance her management and operational skills whether spearheading an annual women's conference for eight years in Florida to assisting a large church in Ohio with their television ministry. Her management and logistic skills learned, helped her when she took on the oversight of procuring a DHS license for a boy's home in Oklahoma; then managed it under the guidance of the President/Founder.

Her many years of service, to a diversity of people groups, flourished when she had the opportunity to work at City Rescue Mission. She had the privilege of working with staff to meet the rigid qualifications of receiving the Missions first, and continuing, CARF Accreditation (Commission on Accreditation of Rehabilitation Facilities). Kim does not take her job lightly; compassion plus the guiding principles of following policies and procedures equals stability and confidence in employees, donors, stakeholders and clients.

WHAT THE CRM TEAM SAYS ABOUT THE ORGANIZATION

"...we trade on a currency of trust..."

"...our staff is cohesive and cares deeply about their role in the mission. It's a well-oiled machine..."

"...we get to work with our best friends..."

"...we are a culture of people willing to pitch-in and help as well as being transparent..."





"...we are passionate about helping the homeless stepping towards success and we know we each play a role from beginning to graduation (we have a 70% graduation rate)..."

"...this is so much more than a job for us; we feel alive pressing into our faith to come alongside others..."

"...our operational processes are strong; we have two major fundraisers yearly, but there is strong interest in our ministry—our CEO will have a great opportunity to make new connections..."

"...we are one of the only three faith-based rescue missions in the U.S. to have CARF accreditation (<http://www.carf.org/home/>)..."

"...about five years ago we went from an emergency-services focused approach to a program approach—while we do not want to go back to "3 hots and a cot", we need to work with other service providers to meet these needs..."

"...our culture is like a family and this extends to the clients..."

"...we have a commitment to holistic recovery—we weave together spirit, mind, and body..."

"...we err on the side of compassion and ministry, and rightly so..."

"...the prime candidate will be a community bridge-builder, able to reestablish healthy connections with other service providers..."

"...our Board represents a diversity of theological viewpoints and denominations; just like our clients..."

"...the new President will have the opportunity to communicate, manage up, and develop the Board..." *"...one of our most important facets of our process is a commitment to 'Work Therapy'; clients rotate tasks in order to learn daily living skills..."*

"...short-term emergency clients can stay, utilize specialized services and attend work and school without mandatory participation in spiritual activities..." *"...Our new President needs to have a good presence, and ability to be charismatic, speak in public, and make the ask..."*





POSITION SUMMARY

The *President/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 CRM in its ministry of changing lives and ending the cycle of homelessness through a solution-based program. The selected candidate will oversee a \$6 million ministry, 35 staff members, cultivate relationships with leaders, donors and churches throughout the city, and provide solutions to end homelessness to more than 5,000 men, women and children each year.

FAITH COMPONENT

CRM considers every staff position to be one of ministry. Therefore, it is essential that the President, like all other employees, has a personal relationship with Jesus Christ and subscribes to the Mission's Statement of Faith. The President 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 President creates and communicates the vision, purpose and objectives of the Mission to staff, board members, volunteers, media and our community. The President encourages individuals, churches and businesses to embrace and support the Mission's vision.

Program Leadership

The President 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 regain self-sufficiency.

Fiscal Leadership

The President oversees fundraising activities and securing the required resources, both financial and material. The President is also responsible for developing relationships with churches,



businesses, community leaders and individuals to foster community support and financial stability.

Stewardship

The President 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 worldview adhering to the CRM Statement of Faith (see page 5), 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.
- Possess a compassionate heart for the poor and hurting of society. Exhibit good moral and ethical qualities.
- Minimum of five years of executive-level leadership experience.
- Bachelor's degree in Bible, Business Administration, Social Science, or related fields.
- Strong leadership skills such as motivation, communication, training, discipline and long-range planning.
- Experience with donor development and financial campaigns.
- Sound judgment and decision-making in meeting organizational objectives.
- Excellent verbal and written communication skills as well as public speaking.
- Available to attend week night and/or weekend speaking events.
- Able to cast vision, build consensus and implement strategy by empowering others.
- Proven record of accomplishment in executive level leadership of operationally intensive organization.
- 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 over \$5 million.
- Excellent planning, organizing, supervisory and project management skills.
- Excellent customer and community service orientation.
- Ability to interact effectively at all levels of management and across diverse cultural and theological backgrounds.



- Effective team member who can manage various projects simultaneously.
- Ability and willingness to facilitate progressive change.

IDEAL QUALIFICATIONS

- Relevant experience in compassion, social welfare and transformational ministry.
- Experience interfacing with a Board of Directors and Committees.
- A “roll up your sleeves” attitude and a joyful willingness to step in to do whatever needs to be done.
- High Emotional Intelligence, the ability to recognize and control emotions, and to recognize and understand the emotions of others
- Leadership experience at a Christian, social services or non-profit organization.
- Master’s degree (Business, Social Work or Related Fields).
- Experience serving homeless or indigent population.

ESSENTIAL FUNCTIONS

- Recruit, develop and lead high-caliber teams with diverse and complementary skills.
- Provide leadership and administrative oversight for all programs.
- Cultivate major donor and stakeholder relationships in support of overall development strategy.
- Provide quarterly reports to the Senior Leadership Team and 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 that serve the same clientele.
- 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 us, 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.

CRM is an equal opportunity employer and does not discriminate based on race, age, color, gender, national origin, familial status, veteran status, or physical handicap. However, by the nature of this organization and its purposes, it does limit its hiring to people whose beliefs, theology and lifestyle are consistent with CRM's Statement of Faith.

We fully respect the need for confidentiality of information supplied by interested parties and assure them that their backgrounds and interests will not be discussed with anyone, including our client, without their prior consent, nor will reference contacts be made until mutual interest has been established.

Ardent Search Company is a retained executive search firm devoted exclusively to serving our clients in matters of executive selection. We are a generalist firm that has served business and non-profits worldwide since 1979.

For further information on this position, please contact:

Tim Bernstein

President, Ardent Search Company

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Phone: (805) 778-1777 Ext. 14



CRM STATEMENT OF FAITH

1. We believe the Bible to be the inspired and the only infallible, authoritative Word of God and that it is the supreme and final authority in faith and life.
2. We believe that there is one God, eternally existent in three persons: Father, Son, and Holy Spirit.
3. We believe in the deity of Christ, in His virgin birth, in His sinless life, in His miracles, in His vicarious and atoning death through His shed blood, in His bodily resurrection, in His ascension to the right hand of the Father, in His present rule as Head of the Church, and in His personal return in power and glory.
4. We believe that for the salvation of lost and sinful men, regeneration by the Holy Spirit is absolutely essential.
5. We believe in the present ministry of the Holy Spirit, by whose indwelling the Christian is enabled to live a godly life.
6. We believe in the resurrection of both the saved and the lost; that the saved are saved unto the resurrection of life, and that the lost are lost unto the resurrection of damnation.
7. We believe in the spiritual unity of believers in our Lord Jesus Christ, with equality across racial, gender, and class difference.