



VICE PRESIDENT OF WOMEN'S PROGRAMS

OPPORTUNITY PROFILE





About

Come work for an organization awarded Best Christian Workplaces two years in a row! Seattle's Union Gospel Mission is a ministry that loves and serves our homeless neighbors. We want everyone to know, no matter their circumstances, they are loved and cared for, by us and by God.


Since 1932, we've shared the love of Jesus Christ with our homeless neighbors throughout the Seattle area. We started with a borrowed soup kettle during the Great Depression and today, we've grown to operate twenty-four hours a day, seven days a week. Currently, the Seattle area has roughly 11,200 homeless neighbors. More than a third of those who are homeless are struggling with mental illness and 32% of King County's homeless also wrestle with addiction. We offer services and lifesaving care to those living on the streets and long-term recovery programs for individuals seeking permanent change.

Our mission is to bring the love of Jesus and hope for a new life to our homeless neighbors.



Our vision is to see every homeless neighbor — beloved, redeemed, restored.





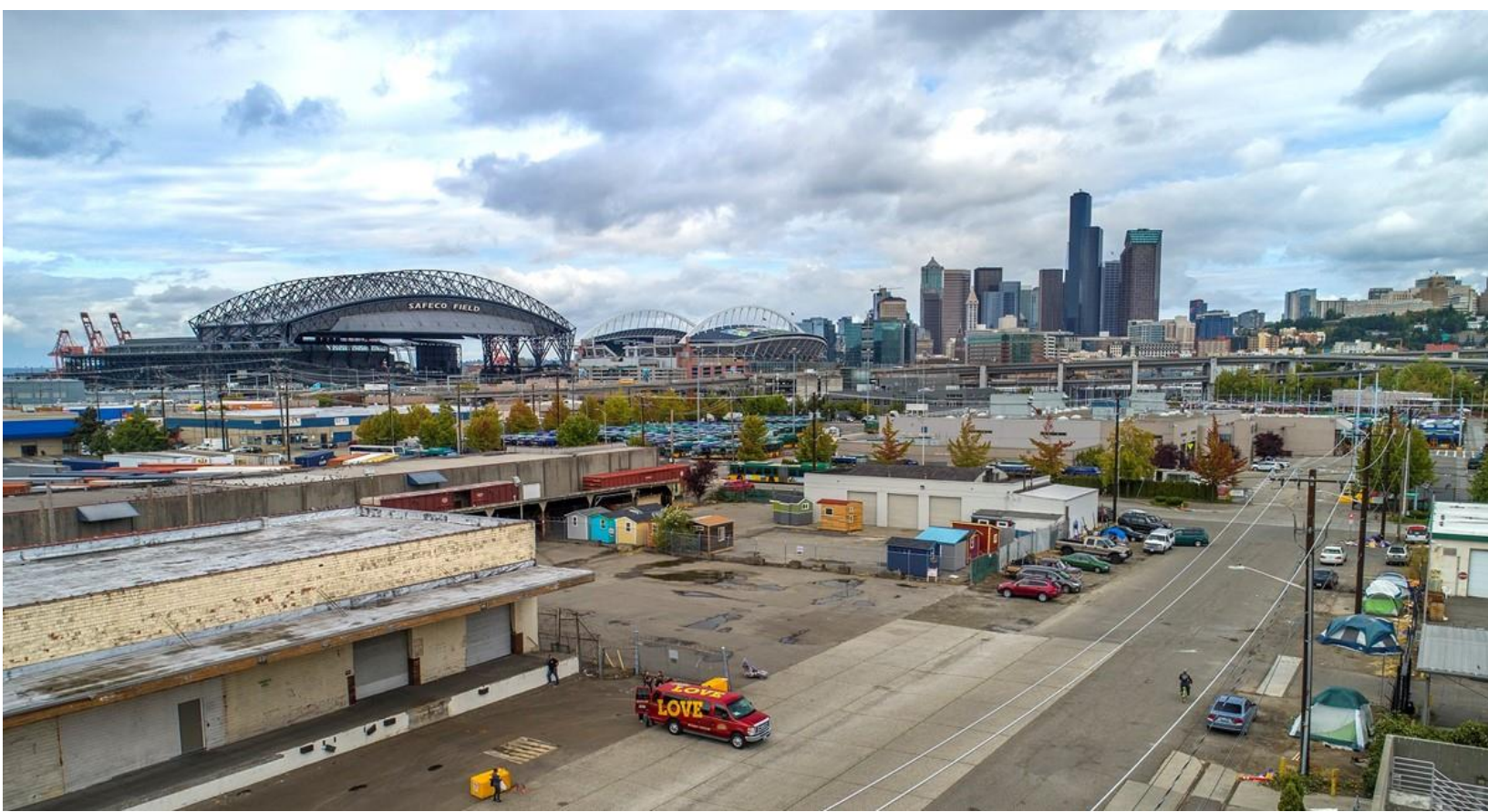
We address root causes and break the cycle of homelessness by meeting urgent physical needs, building relationships, and offering long-term recovery programs. Our efforts work to restore dignity and help move people to healthy, thriving lives.

Core Values

- Sacred Relationships
- Passionate Urgency
- Strategic Effectiveness
- Courageous Belief
- Innovative and Scrappy

Fast Facts

- Awarded Best Christian Workplace two years in a row
- 195 staff members
- Only 6% turnover rate
- We are financially sound—we great plans for expansion
- \$35M in revenue with plans to double that by 2030
- 25% of our staff are former guests/clients





Leadership

Motivated by their Christian faith, the leaders at Seattle's Union Gospel Mission share a passionate desire to serve, rescue, and transform those in greatest need through the grace of Jesus Christ. As a group, these men and women bring years of ministry experience to the table. That experience, combined with a consistent dependence on prayer and the Bible, informs the direction of the Mission.

Mission President

Scott Chin joined Seattle's Union Gospel Mission in July 2018 as its Chief Development Officer and was appointed President in February 2019. Scott is the only the 5th President in the Mission's 87-year history and the first Mission President who grew up in the Seattle area.

Prior to the Mission, Scott served on World Vision's Senior Leadership team overseeing their digital marketing efforts and he also worked for Microsoft and KPMG. Scott is a graduate of the University of Washington.



POSITION OVERVIEW

As Vice President of Women's Programs, you will be a critical member of the Mission's Senior Leadership Team and report directly to the President. In addition, this position will be responsible for the care, leadership, oversight and execution of our Women's and Children's program including strategic direction and day to day operations. The incumbent will also help develop the Mission's regionalization plan and will support the Development Team in their efforts to connect key donors with our ongoing ministries.

If you thrive in diverse environments, love to see lives changed and enjoy working in a field that encourages others through setbacks and struggles, this position is for you!

Discover more about [what we do](#).

ESSENTIAL JOB RESPONSIBILITIES

- Collaborates with the Executive Team in creating the overall strategy and mission for the organization.
- Responsible for overall direction, development, and vision of assigned PM departments.
- Recruit, supervise and coach the PM department directors; coach staff to be well-trained, supported, and unified ensuring develop lead high-caliber teams with diverse and complementary skills at each location.
- Ensure that all division programs and activities operate consistently with the Mission's mission statement, enterprise goals, and core values, including activities related to retention, performance management, and employee relations.
- Create annual PM division goals in alignment with annual Mission goals, metrics and direction for driving continuous improvement and ongoing assessment of programmatic effectiveness.
- Be accountable for PM division budget expenditures, financial performance, making sure to keep PM departments within yearly budgets, including monitoring key financial indicators and insuring timely corrective actions.
- Inspire a positive, pleasant, and safe Christian environment at all PM facilities and programs.
- Consistently apply all Mission policies and procedures.
- Represent the Mission to the community, being available for speaking on behalf of the Mission.
- Provide direction in creating and implementing meaningful and productive roles in which volunteers may serve within all PM departments.
- Cultivate and maintain professional relationships with ministry, governmental and private agencies that serve the same clientele.

IDEAL EXPERIENCE AND EDUCATION

- Bachelor's Degree in Bible, Theology, Missions, Ministry, Intercultural Studies, Counseling, Addiction Recovery, Church Leadership, Pastoral Studies, Christian Studies or related. A master's degree would be valuable.
- 5-8+ years of increasingly responsible leadership experience (currently there are four direct and 50 indirect reports), ideally related to compassion, social justice, faith-based, social services, homelessness and redemptive community organizations, but experience in other disciplines is welcomed.
- Strong degree of financial acumen, with a proven track record of supporting operations and organizational budgets over \$3-5 million.
- Familiarity with counseling, case management, trauma informed care, and addiction recovery.
- Professional or lay Christian ministry/rescue experience preferred.
- Proficiency in Microsoft Office programs required

IDEAL PERSONAL CHARACTERISTICS

- The most significant requirement for this position is a heart for the Lord and for his people and a strong desire to serve the Mission by ministering to those whom it serves. The successful candidate will have a deep and growing relationship with God, active involvement in a local church, Christ-centered Biblical worldview adhering to the Mission Statement of Faith (see page ???), and a commitment to maintaining healthy relationships and accountability.
- Must agree with Seattle's Union Gospel Mission Statement of Faith, Mission and Vision Statements and have a personal ethos and work ethic that reflects the Mission's Core Values.
- Ethical, professional, and honest at all times.
- A clear curiosity—willing to ask hard questions and have strong, yet flexible opinions
- 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 balance with the humility to submit to our common vision.
- Excellent verbal and written communication skills.
- Analyze complex data and develop innovative solutions.
- 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 backgrounds.
- Ability and willingness to facilitate progressive change.
- Leads with integrity, humility, curiosity, and an executive presence
- Results-oriented (has a reputation for getting things done)
- Ability to coach others to see what they haven't yet seen
- Effectively balances relational ministry management with administrative responsibilities
- Adept at partnering cross-functionally with key stakeholders
- Sensitivity to cultural diversity and high level of cultural intelligence
- In-depth knowledge of Mission values, strategies, and key programmatic areas, as well as the ability to articulate them to internal/external audiences.

What others say about serving at the Mission...

"We use business methodology to make ministry effective, sustainable and scalable".

"Our VP will be markedly strong and mature in their faith, about excellence and great at the strategic level, hungry."

"We want to be the Mayo Clinic of Rescue Missions—best in class."

"We are about Jesus and excellence."

"We have a strong [Best Christian Workplace](#) ranking."

"We are all hungry for what the Lord has for the mission."

"We attract 'big plate leaders'—leaders who have an inexhaustible capacity."

"We are only as good as what we all know. We are intentional about proactive communication across the mission."

"We are emphatically bullish on SUGM's trajectory."

"This is an opportunity for someone to do the best work of their life."

"As a team we are expected to put all our cards on the table—to share our opinions—this is a cultural norm."

Scott Chin (CEO) has made this a really emotionally safe environment where people are deeply valued (6% turnover is unheard of in Rescue Mission work)."

"Our middle name is Gospel. The Gospel is the core of everything."

"We believe in coaching our staff so someday they take our job."



Statement of Faith

- We believe the Bible to be the inspired, the infallible, authoritative Word of God.
- We believe that there is one God, eternally existent in three Persons: Father, Son, and Holy Spirit.
- We believe in the deity of our Lord Jesus 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, and in His personal return in power and glory.
- We believe that for the salvation of lost and sinful men, regeneration by the Holy Spirit is absolutely essential.
- We believe in the present ministry of the Holy Spirit by whose indwelling the Christian is enabled to live a Godly life.
- We believe in the bodily resurrection of the just and unjust, the everlasting blessedness of the saved, and the everlasting conscious punishment of the lost.
- We believe in the spiritual unity of believers in Christ.



The Search Process

If you know someone who has an interest and meets the requirements described in this profile, please feel free to suggest that person for consideration and/or forward this information to them. They can send their resume to the contact below. Suggested names will be treated discreetly, and candidates should be assured that their inquiries will be treated with the utmost confidentiality.

Our client is an equal opportunity employer and does not discriminate on the basis of race, age, religion, color, sex, national origin, familial status, veteran status, cognitive or physical disability.

Ardent Search Company fully respects the need for confidentiality of information supplied by interested parties and assures 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.

For further information on this position, please contact:

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