



CHIEF EXECUTIVE OFFICER

OPPORTUNITY PROFILE

OPPORTUNITY OVERVIEW

Every night, over 1,600 people experience homelessness in Marion and Polk Counties. That number must change. Union Gospel Mission-Salem (UGM-Salem) welcomes those in need with daily essentials to help them recover from homelessness, hunger, addiction, and poverty and give them the opportunity for long-term, sustained life change through God’s love and the generous support of the shared community. Together, they aim to make a difference in countless lives.



“UGM changed my life, one pair of socks at a time.” Watch Melissa’s story [here](#)



VISION

Partnering with churches, individuals, and organizations to maximize effectiveness, UGM-Salem seeks to restore dignity, hope, and renewal by sharing the love and grace of Jesus Christ with those in need. Through transformative services such as the New Life Fellowship and comprehensive human care, UGM-Salem reaches out to hurting and vulnerable neighbors to help break the cycle of homelessness, addiction, and incarceration as individuals discover a new life in Christ.

HISTORY

In 1952 a group of Christian businessmen became concerned for the homeless men coming into the Willamette Valley for the harvest. On June 1, 1953, the UGM of Salem opened its doors in the 400 block of Ferry Street. During the 1960s, the Mission eventually moved to a second story location in the building at 345 Commercial Street for an exceptionally low price.

In 1968, Simonka Place (originally Simonka House) opened to house women and children on 14th Street in Salem, a beautiful three-story home. This ministry came after George Simonka's wife, June, asked him, "What about the women?" This facility was the first women's shelter to open on the west coast. In 2002, Simonka Place expanded by moving to Keizer on River Rd., purchasing a better suited facility from the Confederated Tribes of Grand Ronde. Over the years, the building at 345 Commercial Street was ready to retire and capacity was bursting at the seams. In July 2021, a new 15.2 million, 50,000 square foot Men's Mission was opened a few blocks north at 777 Commercial St NE.



For more information on the Union Gospel Mission of Salem Oregon click [here](#)

ABOUT/STATS

The selected candidate will oversee a budget of 6.8 million, lead 7 direct reports (75 total employees) plus numerous volunteers. They will cultivate relationships with community leaders, donors, and churches throughout the city, and lead the mission in serving more 3500 people each year.

EVERY YEAR, UNION GOSPEL MISSION, SALEM...

SERVES

over
170,000 meals

PROVIDES

more than
60,000 nights
of shelter



HOSTS

Health and
Legal clinic sessions
serve over 800
people annually.

CELEBRATES

18 New Life
Graduates finding
their way home.

- Serves over 170,000 meals.
- Provides more than 60,000 nights of shelter.
- Hosts health and legal clinic sessions that serve 800 people annually.
- Celebrates 18 New Life Fellowship graduates finding their way home – completed rehabilitation program, vocational training, and housing acquisition.
- Over 11,250 counseling sessions were provided.
- 192 people professed faith in Jesus.
- Full-time employment found for 211 clients.
- 20 students received their GED.
- Manages 400 unique volunteers.



UGM STRATEGIC PLAN-5 YEAR GOALS EST. 2022

MINISTRY

1. Men's ministry- Maximize the capacity of the men's ministry to reach and serve more homeless men.
2. Women and children's ministry- Increase the capacity of the women and children's ministry to serve more women and children.

People

3. Spiritual growth- Grow purposefully in our relationship with Christ individually and as an organization.
4. Professional growth- Equip our people with tools and resources that strengthen their abilities and gifts for ministry at the Union Gospel Mission.
5. Personal Growth- Grow our people to meet and fulfill their personal needs to serve Christ in all aspects of their life.

Outreach

6. Growing Champions- Develop and grow the number of individuals and partner organizations that are champions for our cause.
7. Faith Relations- Increase and strengthen the relationships and partnerships with partner churches.
8. Volunteer Engagement- Improve and enhance the opportunity for more volunteers to engage with our ministries.

Facilities

9. Women and Children Shelter Needs- Expand the ability to serve more women and children in our community by increasing the number of beds available at Simonka Place.
10. Transitional Housing- Explore, secure, and develop transitional housing that will improve the wellbeing of men, women, and children in our community.
11. Maintaining Excellence- Maintain a high level of excellence at all our facilities to ensure safe, healthy, and healing places for life change.

Finance

12. Inspired Philanthropy & Enterprise- Maintain a Christ inspired spirit of philanthropy, enterprise, and community engagement to grow in abundant and diverse resources.
13. Sound Financial Position- Provide strong Christ-centered stewardship to meet the needs of the homeless in our community.
14. Property Management- Investment in new building projects, improvements to existing facilities and an enhanced maintenance fund, to ensure life-changing ministries for the future.

ORGANIZATIONAL CULTURE

The Mission's culture is anchored in the understanding that all human life is precious to God, and that successful living begins and thrives through a relationship with Jesus Christ. Therefore, they share the love of Christ amid the oppressiveness of the city streets. With its longevity in the Salem area, the Mission is a beacon of hope, not only providing sustenance and shelter, but also a way for those who are downtrodden to find a path back to successful living. The UGM serves a racially, economically, and socially diverse community. This is done through the devoted staff and volunteers engaged in service, vocational training, pastoral care, Biblical council, spiritual development, and the power of prayer.



Watch Steven's story of transformation. From a wanted criminal to a New Life in Christ [here](#).

WHAT PEOPLE SAY ABOUT UGM AND THE NEW CHIEF EXECUTIVE OFFICER (CEO):

- *The 'Gospel' in Union Gospel Mission is what drives us.*
- *UGM changed my life, one pair of socks at a time. The socks brought me warmth, and something else I couldn't explain.*
- *There are lots of homelessness programs, but only one Jesus; His 'program' works.*
- *Simonka Place (Women's Shelter) wasn't a cage, it was a sanctuary.*
- *I work here because, formerly homeless, I want others to know there is a way out.*
- *I experienced a genuine love that I didn't know where it came from, but I knew I wanted it, that love is Christ.*
- *We don't give up on people. We are a 'protective cover'.*
- *The new CEO needs to be out and about, hands-on, meet guests, eat in the dining room sometimes.*
- *We are about loving the Lord, loving the mission, loving the guests.*
- *Gave me a new life, which is what our program stands for, New Life Fellowship.*

- *I work with wonderful people, and I have a purpose, which I never had before. Watch Jonna's story [here](#).*
- *Staff meetings are lively, and questions are welcomed.*
- *The CEO needs to live in the paradox of being very strong and very kind and to know when to lead with each.*
- *We have permission to try new things and succeed or fail; we celebrate success and learn from challenges.*
- *We are all central in our love for Jesus; 'we are slapped in the face daily with miracles'.*
- *There is some, 'we've always done it this way', but also a new guard of thinking outside the box.*
- *'Pull yourself up by the bootstraps' is a lie; we grow in community through Jesus.*
- *Of late, there has been some tension between departments and the Board of Directors; this is recognized and being worked on.*
- *I own a local business and the UGM shows up in a loving consistent way, never degrading or punitive. The UGM works hard to support the business community which has been impacted by homelessness.*
- *We have stayed relevant, above reproach, and a track record of influence in Salem.*



POSITION SUMMARY

Reporting to the Board of Directors (Board), the Union Gospel Mission (UGM) of Salem seeks an experienced and dynamic Chief Executive Officer (CEO) to provide overall spiritual, administrative, and operational leadership for a financially sound \$6.8 million Christian-based social service organization. The CEO is responsible for inspiring and cultivating unity among the staff and Board of Directors to further UGM of Salem's God-ordained ministry. As the organization's chief administrator and public representative, the ideal candidate must be mission-driven, committed to leading with integrity, capable of developing beneficial community relationships, and enthusiastic about fundraising.

THE UGM STAFF CUSTOMER SERVICE C.A.R.E. STANDARDS

- Committed:** Performs job with integrity, respects, and honors others
- Attentive:** Models honesty and courtesy to all: a good listener
- Responsive:** Takes responsibility for quality results, serves effectively
- Excellent:** Seeks to improve performance while providing excellent service

CORE WORK PRINCIPLE

Whatever you do, work heartily, as for the Lord and not for men, knowing that from the Lord you will receive the inheritance as your reward. You are serving the Lord Christ.

Colossians 3:23-24

DailyVerses.net



The goal for each employee is to enrich and sustain a humble heart attitude; to enrich and sustain a mindset of serving others, treating them with kindness and truth; and to enrich and sustain a zealous desire for achieving work objectives without any ulterior motives or agendas.

PRIMARY DUTIES AND RESPONSIBILITIES

- Collaborate with the Board to fulfill UGM of Salem's mission and devise a strategic roadmap for long-term organizational success.
- Assist the Board while actively fostering Board development and succession planning.
- Direct strategic and operational planning efforts, establishing financial and programmatic objectives and providing regular updates on outcomes.
- Offer guidance, supervision, and assistance to Division Vice Presidents across all operational and program delivery areas.
- Define clear organizational and programmatic objectives, and articulate clear expectations and measures of accountability.
- Ensure adherence to organizational policies, procedures, management protocols, IRS non-profit regulations, and other relevant local, state, and federal laws.
- Supervise all financial aspects, including revenue and expense budgeting, forecasting, reporting, cash-flow management, and maintenance of appropriate fiduciary records and controls, in accordance with accepted nonprofit accounting standards.
- Manage Human Resource functions, encompassing recruitment, training, performance evaluation, and separation processes.
- Engage actively in fundraising efforts by prudently managing funds, nurturing donor relationships, identifying and cultivating new donor prospects, and personally soliciting major donors.
- Demonstrate outstanding communication and interpersonal abilities while effectively representing UGM of Salem across diverse public forums.

- Maintain a visible and engaged presence within the community, forging creative partnerships to advance UGM of Salem's mission.
- Enhance community awareness and foster a positive perception of UGM.
- Interact respectfully with individuals from all backgrounds and circumstances.
- Participate actively in community outreach, fellowship, and ongoing Christian development.
- Foster a positive, supportive Christian work environment by exemplifying and training staff in appropriate Customer Service C.A.R.E standards (see above).
- Collaborate with the contracted capital campaign consultant and play a pivotal role in achieving the fundraising objectives of the project.

ESSENTIAL QUALIFICATIONS

- Must profess faith in and maintain a relationship with Jesus Christ as Lord, adhering to UGM of Salem's [Statement of Faith](#) and [Standards of Conduct](#).
- Character and lifestyle consistent with Scriptural principles and a biblical worldview.

IDEAL QUALIFICATIONS

- Bachelor's degree preferred, ideally in business or a ministry-related field; an advanced degree is advantageous.
- Minimum of 6-9 years of supervisory experience in organizations with at least 20-30 employees and budget oversight of 4+ million.
- Experience in rescue, recovery ministry, or closely related fields.
- Background in nonprofit or social services preferred.
- Exceptional leadership, management, administrative, organizational, interpersonal, and communication skills.
- Proven experience in strategic, operational, and fiscal management, including goal setting, outcome measurement, and adaptability to changing needs.
- Ability to guide and develop a Board of Directors and empower committees for success.
- Demonstrated success in fundraising across various sectors and maintaining donor relationships.
- Confidence in representing the organization in all public settings and engaging with the community.
- Skill in motivating staff for excellence and experience in managing Human Resources functions.
- Ability to collaborate effectively in a fast-paced, multi-dimensional environment.
- Proficiency in Microsoft Office.
- Willingness to relocate to Salem, OR, if required.

IDEAL PERSONAL

- High initiative – a self-starter.
- Harmony between corporate mindset and vocation to glorify God.
- Willingness to reach out to professionals with more experience and knowledge as needed.
- Track record of standing firm on convictions in assigned areas of responsibility and knowledge.
- Eagerness to serve with humility, generosity, and kindness.
- Capacity and aptitude to learn and explore best practices and new information.
- Excellent time management, organizational, and follow-through skills.
- Goal oriented – likes to produce tangible results and exceed expectations.
- Driven to improve processes and utilize technology.
- Comfortable in a dynamic/entrepreneurial environment.
- Highly skilled in building strong collaborative relationships across a large organization.
- Strong in E.Q. (emotional quotient), knowing how he or she is coming across to the other person, adjusting his or her approach to maximize the relationship.
- Able to demonstrate experience and effectiveness with diversity in terms of gender, race, culture, and theology; grace centered, with an even and optimistic temperament.
- Open and personally approachable, empathetic, caring, and an effective mentor.
- Ability to accept constructive criticism in a respectful, open, and interactive manner.

THE SEARCH PROCESS

If you, or someone you know, have interest, and meet most of the qualifications described in this profile, please contact us, or recommend that person for consideration, and/or forward this information to them. Thank you.

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.

The UGM of Salem is an equal opportunity employer and does not discriminate based on race, age, color, gender, national origin, familial status, veteran status, or disability. 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 the UGM.



The 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 the 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:

Tim Bernstein, President
Ardent Search Company
tim@ardentsearchco.com
(805) 778-1777
[LinkedIn | Tim Bernstein](#)