



Executive Director – Kelowna Gospel Mission

This executive search is conducted by Nelson/Kraft & Associates on behalf of Kelowna Gospel Mission

EXECUTIVE SUMMARY

Kelowna's Gospel Mission (KGM) is seeking a seasoned leader with a heart for those experiencing homelessness to join their team as Executive Director.

The Executive Director serves as the operational leader of KGM, providing strategic direction to ensure long-term sustainability, effective governance, and strong leadership to a faith-based and multi-location organization. This role requires a strategic leader with strong organizational and relationship building skills and a deep commitment to advancing KGM's mission and values.

The Executive Director fosters a unified, collaborative culture and ensures the organization remains aligned with its core values and priorities. They champion the development of KGM leaders, fostering leadership capacity through mentorship, coaching, and support.

If you are a collaborative and relational executive leader with a demonstrated ability to lead a prosperous and growing organization, and you have proven networking and fundraising experience, we would love to connect with you.

OUR STORY

A few students from Okanagan Bible School offered coffee and conversation to visitors at the Kelowna City Park. By 1985, those students opened a drop-in centre, then a soup kitchen, an emergency shelter, and a thrift store.

Since then, we have grown to be one of the Central Okanagan's largest service organizations dedicated to addressing homelessness in all its facets. We remain unshakeable in our hope.

What comes to mind when you think of homelessness?

What is known as homelessness often includes individuals who do not have stable, safe, or permanent housing and are struggling to find a place they can call home. It is often connected to a lack of affordable housing, financial hardship, mental or physical health challenges, and other barriers that make it difficult to stay housed. For those who have been incarcerated, they can fluctuate between recidivism and homelessness if they don't have any options once they are released.

Combined with the shortage of affordable housing, financial hardship, and lack of relationships, being on the streets feels like the only option.

How do we create a community of wholeness where hope guides all that we do?

Our 40-plus years of experience has shown us that the best way to wholeness is to have an intentional approach that gives each person their agency and dignity.

We follow the Continuum of Care, creating an integrated system that provides for specific needs of each person, wherever they are in their life. It's anchored on three pillars:

- **Safety:** That all basic needs are met, including physiological, psychological, and cultural needs. This includes harm reduction, access to counseling and mental health resources, and trauma-informed spaces and policies.
- **Belonging:** That each person is known, accepted, and able to contribute. We affirm their sense of identity, help them reunite with family members, and work with them to know their unique contribution to the community.
- **Hope:** That each person is led by purpose, inspiration, and faith. They learn life skills, have opportunities to work or volunteer, have access to religious and spiritual spaces, and know that their success is something we cherish and celebrate.

OUR MISSION

To feed the hungry, shelter the homeless, and help the hurting.

OUR VISION

A community of people being made whole.

OUR VALUES

- Compassion
- Respect
- Integrity
- Transformation
- Grace-led

QUALIFICATIONS

- At least a bachelor's degree in business administration, social services, nonprofit management, or related field.
- Minimum of 10 years of progressively responsible leadership positions with proven success in developing and executing strategies that advance organizational growth.

- Strong experience engaging with boards, donors, community partners, and other key stakeholders to advance KGM's priorities.
- Experienced in assessing, retaining, and cultivating talent.
- Skilled in coaching, mentoring, and managing employees and high-performance teams.
- Expertise in guiding organizations through periods of change and transformation, ensuring alignment and adopting new initiatives.
- Excellent communication skills with the ability to inspire, influence, and engage internal and external audiences.
- High standards of ethical conduct, confidentiality, and professionalism.

Location: Kelowna, BC

Application Deadline: September 11, 2026

Start Date: TBD

Salary Range: \$120,000 - \$140,000

APPLY online at

https://pod5.app.loxo.co/job/NDExMTItc2hqc3hvMnZsZ2lxNHN5cQ==?t=1786469955695&source_type=ccbf

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