SOULS HARBOUR RESCUE MISSION

Executive Director

Souls Harbour Rescue Mission

Leadership Opportunity

Regina, Saskatchewan

Position Summary

The Executive Director provides Christ-centred, strategic, and operational leadership for Souls Harbour Rescue Mission. Reporting to the Board of Directors, the Executive Director is responsible for advancing the Mission's Gospel-centred purpose, strengthening programs, stewarding financial and human resources, developing donor, church, and community relationships, and ensuring the charity operates with excellence, integrity, compassion, and accountability.

About the Organization

Souls Harbour Rescue Mission is a registered Christian charity serving Saskatchewan since 1990. Its mission is to rescue people from poverty and addiction by offering the Gospel message through emergency help, including food, clothing, and shelter, as well as life-changing recovery programs. With services such as meal programs, men's emergency shelter, affordable housing, free clothing, daycare, and women's addiction recovery programming, Souls Harbour Rescue Mission offers help and hope to men, women, and children in need.

Key Responsibilities

- Provide visionary leadership that reflects the organization's Christian mission, values, and Statement of Faith.
- Work collaboratively with the Board of Directors to develop, implement, and monitor strategic priorities.
- Oversee day-to-day operations, programs, administration, risk management, and organizational performance.

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- Ensure responsible financial management and long-term sustainability through sound budgeting, reporting, and internal controls, while overseeing fundraising, grant development, donor engagement, and relationships with churches, supporters, partners, and community stakeholders.
- Recruit, supervise, mentor, and evaluate staff while fostering a healthy, collaborative, and mission-focused workplace culture.
- Support effective volunteer engagement and ensure volunteers are equipped, valued, and aligned with the charity's mission.
- Represent the organization publicly with professionalism, humility, and confidence at churches, community events, meetings, and partner gatherings.
- Ensure compliance with applicable charitable, employment, privacy, financial, and regulatory requirements.

Qualifications

- Demonstrated commitment to the Christian faith and alignment with the organization's mission, values, and Statement of Faith.
- Passion to share the Gospel wherever possible.
- Proven senior leadership experience in a nonprofit, charity, ministry, church, or community-based organization.
- Experience in strategic planning, staff leadership, financial oversight, fundraising, and organizational development.
- Strong communication, public speaking, interpersonal, and relationship-building skills.
- Ability to work effectively with a Board of Directors, staff, volunteers, donors, churches, community partners, and external stakeholders.
- Sound judgment, emotional maturity, discretion, and a servant-hearted leadership approach.
- Bachelor's degree in nonprofit leadership, business administration, theology, social services, public administration, or a related field is preferred; equivalent experience will be considered.
- Valid Saskatchewan Driver's Licence
- Satisfactory criminal record check

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Personal Attributes

- Christ-centred character and spiritual maturity.
- Integrity, humility, compassion, and accountability.
- Strategic thinker with strong problem-solving and decision-making abilities.
- Collaborative leader who encourages excellence, trust, and unity.
- Passion for prayer, ministry, service, and community impact.
- Empathy for the poor and vulnerable; treating them with dignity.

Compensation and Hours

This is a full-time permanent position based in Regina, Saskatchewan, with some evening and weekend commitments as required. The salary range is $90,000–$110,000 annually, commensurate with experience and qualifications. Benefits include health benefits, vacation, professional development, pension/RRSP matching, use of a company vehicle or other benefits as applicable.

How to Apply

Interested candidates are invited to submit a cover letter and resume to the chair of the search committee at jphillips@shrmsk.com by December 11, 2026. We thank all applicants for their interest in this position; only those selected for an interview will be contacted.

Applicants may also be asked to share a statement of faith, references, and any additional information relevant to their leadership, charity, and ministry experience.