

Submit Your CV to

Recruiter@FitFundraising.com | FitFundraising.com

ARE YOU THE NEXT
**SENIOR PASTOR &
PRESIDENT/CEO**
AT SUNDAY BREAKFAST MISSION

ORGANIZATION

Sunday Breakfast
Mission, Wilmington, DE

POSITION

Senior
Pastor/President/CEO

BRIEF

Fit Fundraising is pleased to conduct the search for Senior Pastor/President/CEO at Sunday Breakfast Mission, in Wilmington, DE



Organizational Overview



Mission Statement

Sunday Breakfast Mission serves the homeless, addicted and impoverished through Christ-centered programs to meet their spiritual, social and physical needs. Our primary goal is to restore people to right relationship with God, their families and society

Founded in 1893, Sunday Breakfast Mission is a faith-based nonprofit serving individuals experiencing homelessness, addiction, and poverty in Wilmington, Delaware. For over a century, the organization has provided both immediate relief and long-term support to help individuals rebuild stable, independent lives.

Through a continuum of care including emergency shelter, meals, long-term residential recovery, and community outreach, the Mission addresses the full scope of need. Its approach goes beyond short-term assistance and focuses on lasting transformation for men, women, and families across the community.

Senior Pastor/President/CEO

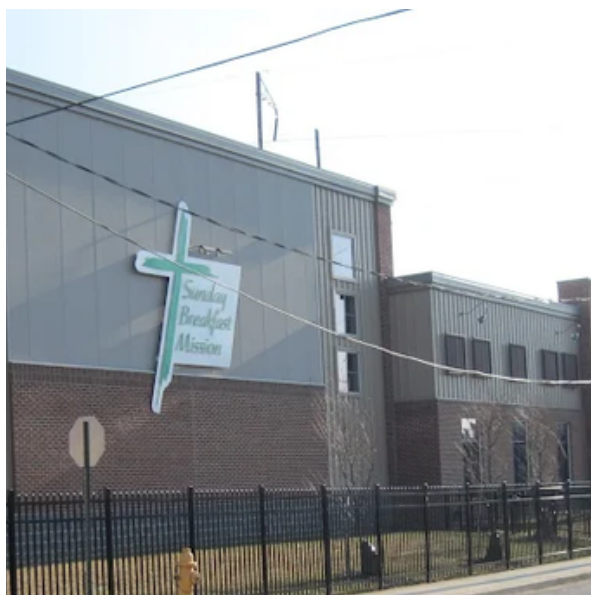
The Sr. Pastor/President/CEO works collaboratively with the Board of Directors to deliver on the long-term vision of the Mission. Specifically, s/he will ensure that the Mission's fiscal, operations, fundraising, marketing, human resource, technology, and programmatic strategies are effectively implemented across all segments of the organization. While reporting to the full Board, the Sr. Pastor/President/CEO coordinates his/her interactions with the Board Chair.

This position is responsible for overseeing the development and implementation of all services provided through Sunday Breakfast Mission in response to the community needs and in alignment with their mission, vision, and values. The Sunday Breakfast Mission has been a leader in our community serving the needs of the homeless and hurting since 1893. The Sunday Breakfast Mission has remained steadfast in its objective to share hope and help in Jesus' name, moving people from homelessness and despair toward personal and spiritual wholeness. Every day, the Mission provides compassionate care and transformative services to individuals facing homelessness, poverty, abuse, and addiction. The Mission operates with 35 full- and part-time staff as well as hundreds of volunteers and maintains an annual operating budget of approximately \$7.5 million, including cash donations, in-kind gifts, and social enterprise revenue. The Mission's size, longevity, and impact are a testament to God's faithfulness and the strength of the Sunday Breakfast Mission's relationships with local churches, community organizations, and individual supporters.

This is a full-time, exempt position located in Wilmington, DE, and reports to the Board of Directors. Compensation is commensurate with skills and experience. The compensation range is \$90,000 to \$150,000, incorporating a ministerial housing allowance. All Mission benefit packages include a 403(b) with a 5% match, life insurance, and full family health coverage, as well as three weeks of vacation, eight holidays, and five sick days.

Skills

- Must be ordained in an Evangelical denomination
- Teachable spirit and be committed to team participation.
- Initiator who can work under deadlines.
- Proven leadership abilities: motivation, communication, judgment, coordination, measuring results, and reporting.
- Excellent people skills; with demonstrated ability to motivate staff, pastors, and community leaders.
- Ability to raise funds for ministry - preferably with proven experience.



Qualifications

- Minimum of a BA, ideally with an M. Div or related advanced degree
- At least 10 to 15 years of overall professional experience
- Prior Gospel Rescue Mission experience preferred
- **Must be ordained in an Evangelical denomination**



Responsibilities:

Strategic Vision and Leadership

- Collaborate with the Board to develop, refine and implement the strategic plan while ensuring that the budget, staff, and priorities are aligned with the Mission's core mission.
- Provide inspirational leadership and direction to all department heads and ensure the continued development and management of a professional and efficient organization; establish effective decision-making processes that will enable the Mission to achieve its long- and short-term goals and objectives.
- Cultivate a strong and transparent working relationship with the Board and ensure open communication about the measurement of financial, programmatic, and impact performance against stated milestones and goals. Operate with a "no surprises" attitude in keeping the Board informed of good and 'bad' news.
- Communicate vision and spiritual direction for the ministry to the staff, volunteers, clients, and donors.
- Responsible for the development and training of ministry staff.

Pastoral and Ministry Oversight

- As the Senior Pastor you will be the spiritual leader of this ministry, and church organization, with the responsibility to proclaim the gospel of Jesus Christ, to teach the Bible in its entirety, to engage in pastoral care to our faculty, staff, and clients in all areas of church life and function.
- Be a faithful student of the Bible and as a preacher/teacher to present well- organized, Bible-based sermons and lessons that edify, challenge, and encourage the church as well as promote the passionate worship of God.
- Disciple our faculty, staff and clients as a chapel congregation through Bible study with the aim to develop their Christian maturity and depth of biblical understanding with life applications.
- Oversee and provide guidance on programs that equip members for discipleship and empower them to thrive in spiritual growth independently.
- Work with faculty, staff, clients and chapel attendees to help them identify how they can utilize their gifts and find a place to serve the Lord within the Sunday Breakfast Mission family.
- Administer the believer's baptism, communion, funerals, weddings, child dedications; participate in homebound and hospital visits.
- Provide care and counseling to church members in planned life-events (e.g. pre- marital counseling) and moments of personal struggle or crisis.

Fundraising

- Ensure that fund raising is sufficient to allow the Mission to achieve its mission.
- Oversee and manage operational budget for development programs, coordinates with departments responsible for mass communications and marketing, mailings, and special event operations
- Formulate and execute comprehensive marketing, branding and development strategies that will ensure consistency throughout the organization and enhance revenue from major donors, foundations, and corporations
- Collaborate with the Development Department in strategy and methods for encouraging donor partnerships at all levels
- Build relationships with local government and community agencies, and participate in community groups.
- Network with ministries outside of Sunday Breakfast Mission for partnerships and best practices.

Strengthening Infrastructure and Operations

- Ensure the delivery of high-quality services while balancing immediate operational needs with long-term growth objectives.
- Establish standards and outcome measures for delivery of services.
- Support and motivate the organization's staff
- Facilitate cross-departmental collaboration and strengthen internal communications with staff throughout the organization, create and promote a positive, multicultural work environment that supports consistency throughout the organization's strategy, operational methods, and data collection needs
- Oversee the financial status of the organization including developing long- and short-range financial plans, monitoring the budget and ensuring sound financial controls are in place; set financial priorities accurately to ensure the organization is operating in a manner that supports the needs of the program and staff

Program Development

- Rationalize the delivery of programs through new and existing offices and partnerships
- Increase efficiencies and consistency throughout the organization by developing and implementing standardized programs, services, and program office marketing
- Provide leadership for comprehensive services that are spearheaded by the (18–24 month) New Life Discipleship Program.
- Presents solutions for Emergency Shelter for men.
- Dormitory-style housing is also available for men, women separately, and women with children, with capacity for over 250 people per night.
- New Life Discipleship Program: A free, long-term, faith-based residential recovery program designed for individuals struggling with addiction. This program includes addiction recovery, life skills training, and job preparedness.
- Advances leadership to assist the food services team for daily hot community meals are served at 5:45 PM for anyone in need. 24/7 and 365 days a year.
- A passion for the rehabilitation and recovery process. The New Life Program generally runs 18 to 24 months and includes a 30-day probationary stage focusing on chapel attendance and initial support, followed by stages focused on spiritual growth, character building, and restoring relationships.

STATEMENT OF FAITH

We believe that the Bible, which contains the 66 books of the Old and New Testaments, is inspired by God and inerrant in the original writings, and that they alone are of supreme and final authority in faith and life.

(II Pet.1:21; 3:2; I Cor. 2:13; II Tim. 3:16).

We believe that there is one God, eternally existing in three persons: Father, Son, and Holy Spirit. (Matt. 28:19; Jn. 14:26; Jn. 15:26; II Cor. 13:14; I Pet. 1:2)

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

(Matt. 1:20-25; 16:15-16; Lk. 1:26-35; Jn.1:1-18; Acts 2:22-36; Rm. 8:3, 32-24; Phil. 2:5-11; Heb. 1:1-5).

We believe that God, the transcendent Creator of all things in heaven and earth, created Adam and Eve in his own image; that they sinned, and thereby incurred not only physical death but also spiritual death, which is alienation from God; the universal sinfulness and guilt of all men and women since the Fall renders them subject to God's wrath and condemnation. Both Adam and Eve were created in God's image, equal before God as persons and distinct in their manhood and womanhood. Through them God created the pattern of Biblical marriage of one man and one woman united in covenant before God for his purposes

(Gen. 1: 2:21-24; Mal. 2:13-14; Matt. 19:3-9; Jn. 2:1-11; Eph. 5:21-6:4; Heb.13:4).

We believe that for the salvation of lost and sinful people, regeneration by the Holy Spirit is absolutely essential (Jn. 1:13; 3:3, 5, 7; II Cor. 5:17; I Jn. 3:9; 4:7; 5:14, 18; Titus 3:5).

We believe in the present ministry of the Holy Spirit, by whose indwelling the Christian is enabled to live a godly life (Ezek. 36:27; Jn. 14:17; Rm. 8:9; I Cor. 3:16; I Jn. 2:27).

We believe in the resurrection of both the saved and the lost; they that are saved unto the resurrection of life and they that are lost unto the resurrection of damnation Gen. 18:25; I Sam. 2:10; I Thess. 1:5-10; Rev. 20:11-15; 22:1-5).

We believe in the spiritual unity of believers in our Lord Jesus Christ Rom. 12:5; I Cor. 10:17; 12:12; Gal. 3:28; Eph. 4:13).

We believe that marriage unites one man and one woman in a lifetime commitment to companionship, pure sexual expression (Gen. 2:23-23; Matt. 19:4-6), Procreation, and reflects the relationship of Christ and the church (Gen 1:28; Prov. 5:15-19; I Cor. 7:1-5).

We believe that God has commanded that no intimate sexual activity be engaged in outside of a marriage between one man and one woman. We believe that any form of homosexuality, bisexuality, bestiality, incest, fornication, adultery, pornography are sinful perversions of God's gift of sex. We believe that God disapproves of and forbids any attempt to alter one's gender by surgery or appearance (Gen. 2:24; Gen.19:5, 13; Gen. 26:8-9; Lev. 18:1-30; Rom 1:26-29; I Cor. 5:1; 6:9; I Thess. 4:1-8; Heb. 13:4).