

NASHVILLE RESCUE MISSION

PRESIDENT AND CHIEF EXECUTIVE OFFICER

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ABOUT NASHVILLE RESCUE MISSION

Nashville Rescue Mission is a Christ-centered community committed to serving and loving those who are hungry, hurting, and experiencing homelessness by providing programs and services that focus on a person's entire life—physical, mental, spiritual, emotional, and social. The Mission's goal is to restore the whole person through a Christian approach that helps people experiencing homelessness or struggling with addiction learn how God loves them and gain the biblical insight they need to lead productive lives.



MISSION

Providing hope for today, hope for tomorrow, and hope for eternity to those who are hungry, hurting, and experiencing homelessness.

VISION

Nashville Rescue Mission gives life-transforming hope to everyone who walks through its doors. It's why they say, **"Hope Lives Here!"**

HISTORY

Established in 1954, the Mission first opened its doors to provide food, clothing, and shelter to men experiencing homelessness in Nashville. In 1968, services were expanded to include women and children. Today, the Mission serves over 800 men, women, and children daily. They are driven by the desire to share the Gospel, and strive each day to spread this unending message of hope.



CORE VALUES

Nashville Rescue Mission's five core values are more than aspirational statements; they are deeply embedded in the organization's culture and serve as a daily source of purpose and motivation.

EXTRAVAGANT FAITH

We live in full anticipation that God will do in the ministry of Nashville Rescue Mission those things we are willing to believe Him for and trust Him to do.

Now unto him that is able to do exceeding abundantly above all that we ask or think. Ephesians 3:20 KJV

RADICAL HOSPITALITY

We believe God has called and commissioned us to be ministers of His radical love, grace, and mercy, and we demonstrate that by treating those we serve in a way that honors that calling. We make God "visible" through hospitality.

"Let your light so shine before men, that they may see your good works, and glorify your Father which is in heaven." Matthew 5:16 KJV

CONTINUOUS IMPROVEMENT

We never stop learning and growing, but respond to every opportunity with excitement in order to reach our full potential.

Intelligent people are always ready to learn. Their ears are open for knowledge. Proverbs 18:15 NLT

EXCELLENCE

We turn away from minimal expectations, choose excellence in everything we do, and challenge those we lead to give their best to the ministry of Nashville Rescue Mission and the people we serve.

Whatever you do, work at it with all your heart, as working for the Lord, not for human masters.

Colossians 3:23 NIV

CULTURE OF HONOR

We honor those that have laid the path before us and bless those who labor among us, as we embrace the future ahead of us.

Be devoted to one another in love. Honor one another above yourselves. Romans 12:10 NIV



SERVICES

Emergency Services Ministry - Hope for Today is a hot meal for a hungry child. It is safe shelter for a single woman. It is case management for a man experiencing homelessness. It is helping men and women in need prepare for employment.

Life Recovery Program Ministry - Hope for Tomorrow is counseling for a man who is battling addiction. It is caring for a woman who has suffered abuse. It is giving a child a safe place to play while mom gets the help she needs. It is teaching men and women new skills that will equip them for a better future.

THE OPPORTUNITY

Nashville Rescue Mission invites nominations and applications for the position of President and Chief Executive Officer, following the retirement of its long-tenured and dedicated Chief Executive Officer. This is a consequential opportunity to lead a thriving, Christ-centered ministry serving individuals experiencing homelessness in Nashville. Reporting to the Board of Directors, the President and CEO will serve as both spiritual shepherd and chief executive, guiding the Mission into its next season while ensuring alignment with its Statement of Faith. The CEO will integrate biblical principles across programs and partnerships, model Christ-centered leadership, and ground strategic and operational decisions in Scripture to advance gospel-centered transformation.

As leader of the Senior Leadership Team, the CEO will oversee an annual operating budget exceeding $13 million and lead more than 125 staff, fostering a culture of care, accountability, and excellence. Externally, the CEO will serve as the Mission's chief ambassador—cultivating relationships with civic leaders, churches, nonprofit partners, donors, and media—while advancing a diversified fundraising strategy and strengthening key partnerships. In close collaboration with the Board, the President and CEO will sustain a high-trust governance partnership focused on strategy, accountability, and the long-term impact of the Mission's work.

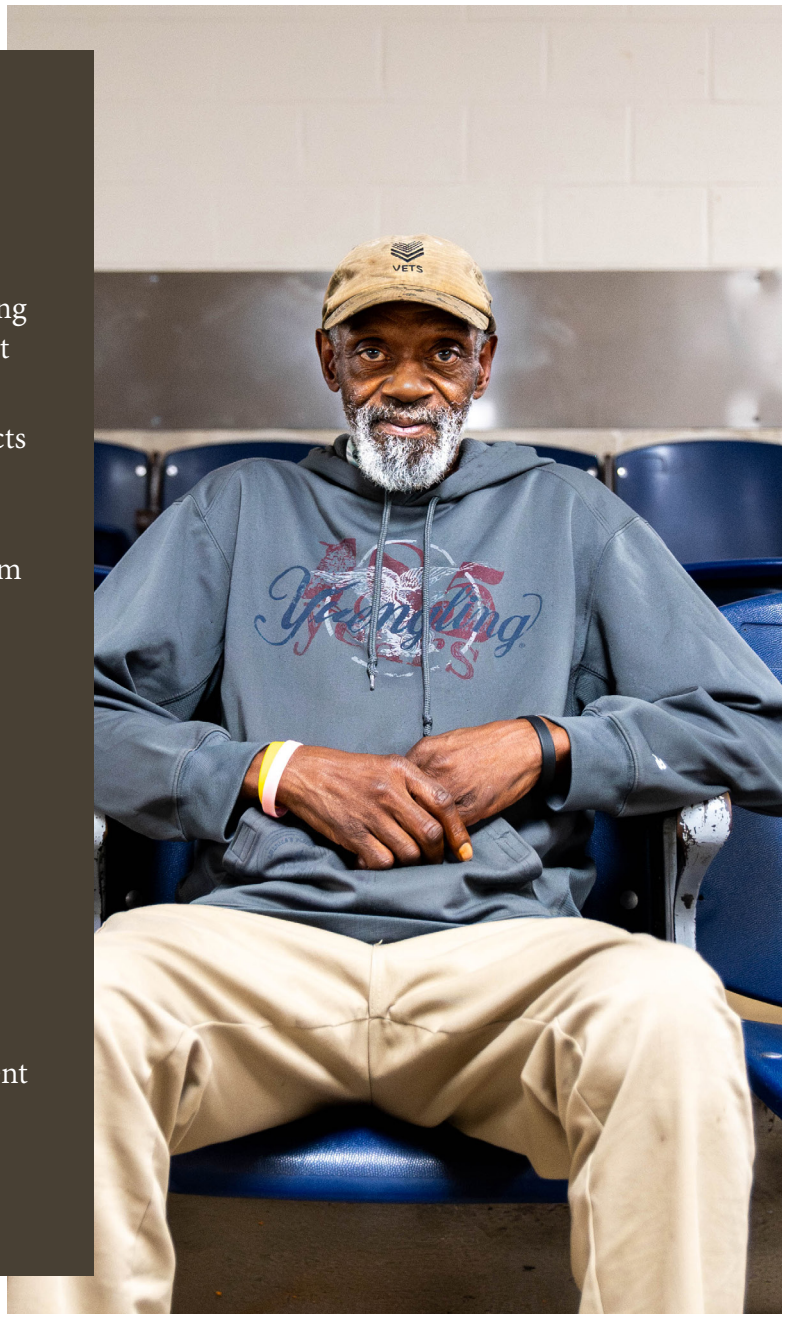
KEY RESPONSIBILITIES

Spiritual & Cultural Leadership

- Lead with spiritual maturity, integrity, humility, and accountability
- Ensure programs, operations, and decision-making align with core values and the Mission's Statement of Faith
- Foster a Christ-centered culture of care that reflects compassion, accountability, and mutual respect
- Lead the development and retention of a high-performing, Christ-focused senior leadership team

Strategic & Organizational Leadership

- Cast and sustain a compelling vision that reflects Nashville's evolving homelessness landscape, public policies, healthcare needs, and workforce trends
- Translate visions and goals into actionable strategies with measurable outcomes
- Provide executive oversight of shelter operations, programs, systems, and staff
- Support staff and volunteer development consistent with mission and values
- Cultivate a transparent, aligned, and high-trust relationship with the Board of Directors



Operational & Financial Leadership

- Provide executive oversight of programs, staff, and organizational systems across a $13M enterprise
- Ensure long-term financial health through disciplined budgeting and strategic resource management allocation
- Strengthen data-informed decision-making to evaluate program effectiveness and demonstrate impact
- Oversees financial stewardship and revenue diversification strategies

External Leadership & Stewardship

- Serve as the primary external voice of the Mission—representing the Mission with credibility and warmth
- Position the Mission as a trusted, credible, and influential leader in addressing homelessness
- Build trusted relationships with donors, churches, foundations, media, civic leaders, and nonprofit partners to strengthen support and expand ministry opportunities
- Lead fundraising strategy and donor stewardship, ensuring financial resilience and growth



IN 2024

609,809
Nutritious meals served

7,925
Men, women and children sheltered safely

22,267
Case management therapy, coaching and counseling sessions provided

CANDIDATE PROFILE

Faith & Calling

- Deeply rooted follower of Jesus with demonstrated spiritual maturity and full alignment with the Mission's Statement of Faith
- Emotionally intelligent leader with a servant heart who is approachable, self-aware, and a listener, able to combine decisiveness with grace and empathy

Leadership & Management

- Strategic thinker able to maintain the current standard of care while driving towards future endeavors
- Proven culture builder with experience developing leaders and sustaining healthy teams
- Resilient change leader—calm under pressure, courageous, and wise in complex situations

Communication & Relational Skills

- Exceptional communicator and storyteller who can inspire confidence across diverse audiences
- Collaborative and relationship-focused among local government and nonprofit partners

Financial & Operational Acumen

- Strong experience in financial management, fundraising leadership, and organizational oversight
- Skilled in navigating a complex nonprofit or ministry environment





EXPERIENCE & CREDENTIALS

Required Qualifications

- Demonstrated commitment to Christian faith and alignment with the Statement of Faith
- Senior executive leadership experience in a nonprofit, faith-based organization, or ministry with proven operational oversight of people, programs, and systems
- Demonstrated success of strategy-to-execution leadership, change management, and change management ideally following a long-tenured leader
- Experience in public communication and external relations
- Financial leadership within a multi-million-dollar budget; proven success in fundraising, donor engagement, and revenue diversification

Preferred Experience

- Background in homelessness services, housing, recovery, social services, or human services
- Prior nonprofit CEO/ED or equivalent executive role. Church or ministry leadership may substitute, though direct nonprofit experience is generally preferred

Leadership Attributes

- Spiritual authority with pastoral presence—leading with humility, integrity, and prayerful dependence
- Emotionally intelligent, adaptable, and relational warmth—approachable, honoring, and empowering; able to hold accountability with compassion
- Strategic thinker – combines strategic thinking with practical execution skills – connecting goals and visions to outcomes
- Compelling storyteller and ambassador – inspires trust and confidence and invites broad participation without diluting the mission
- Resilient change leader—calm under pressure; wise, courageous decision-maker in complex situations



APPLICATIONS AND NOMINATIONS

Although applications will be accepted until a new CEO is appointed, candidates should submit application materials, including a CV and a letter of interest addressed to the Nashville Rescue Mission CEO Search Committee, by April 10, 2026, for the most favorable consideration. Nominations, expressions of interest, and applications should be submitted to NRMPresCEO@CarterBaldwin.com. Confidential inquiries and questions concerning this search may be directed to:

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