

NELSON/KRAFT AND ASSOCIATES



WELLSPRING

EMPOWERING A NEW GENERATION

<https://thewellspringfoundation.org>



POSITION PROFILE

ONTARIO DEVELOPMENT OFFICER

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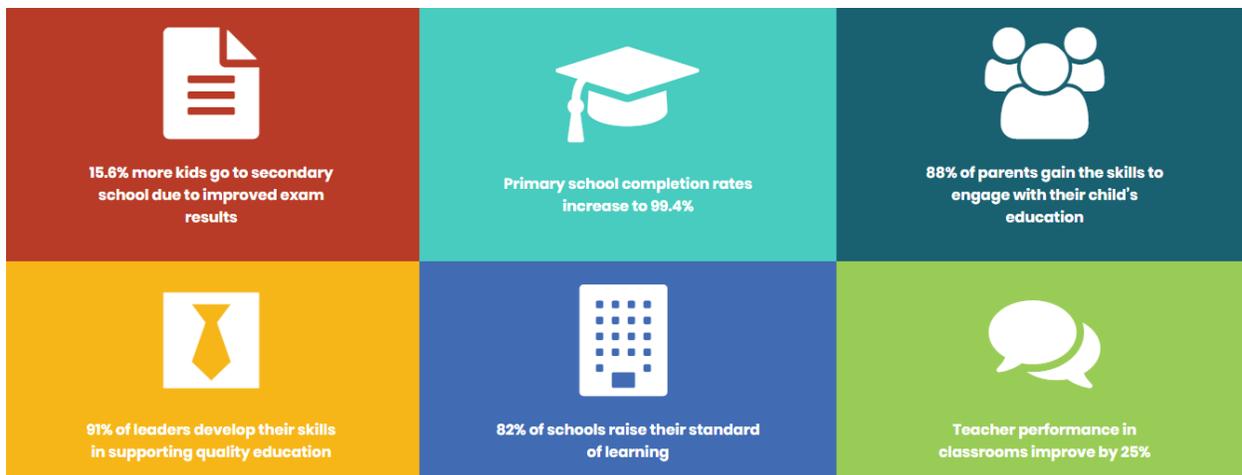
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ABOUT THE WELLSPRING FOUNDATION

The Wellspring Foundation for Education (Wellspring) was established in Canada and Rwanda in 2004 in response to the Rwandan people's vision for their own future – to rebuild their lives and their nation in the aftermath of the genocide against the Tutsi. The Rwandan leaders specifically desired:

- To see schools and lives transformed, and
- To empower a new generation of their people with quality, Christian values-based education.

Over time, the organization has seen healthy community development through facilitating educational training within Rwanda and has built a significant collection of North American partners to practically support transformational education and school improvement. Wellspring and CLA Rwanda began the venture by building a Christian school together – Wellspring Academy – which was and continues to be completely Rwandan-run and fully sustainable. Government leaders later recognised the school as one of the best schools in Kigali, Rwanda's capital.

In 2011, Wellspring launched the Schools Development Program, a highly innovative initiative designed to bring both grassroots and systemic change to the national education system, and to create vibrant school communities across the country. This was followed with the founding of the Abundant Leadership Institute (ALI) in 2014, which was established to guide educational and governmental leaders as an extension of empowering local teachers and schools. ALI has grown so effectively that Wellspring has plans in place to launch it into a stand-alone organization within the next few years!

Their reputation for facilitating sustainable positive change in educational realms has given the Wellspring leaders opportunities to participate in discussions with governmental and NGO decision-makers, resulting in further improvements to community policies and systems.

Wellspring has been blessed to be part of community development that is reaching over 175,000 children in more than 124 schools within 2 districts, instructed by 3,300 teachers, and championed by 280 leaders. The future holds many exciting plans as Wellspring sets their sights on multiplying their success into additional East African countries!

WHAT IS IMPORTANT TO WELLSPRING

MISSION	Seek transformation in all members of the Wellspring community as we show the love of Christ by empowering a new generation of leaders in Africa.
VISION	Be a catalyst for transforming education in Africa, and to foster vibrant communities that address poverty in all its forms.
VISION 2020	Wellspring’s Vision 2020 strategic plan empowers both the African and North American teams with tangible and measurable steps towards making their mission and vision a reality. Their “overarching aim is to be a catalyst for systemic change in educational eco-structures in the region where they work and to impact hundreds of thousands more children, teachers, leaders, and parents, giving them the tools they need to provide an education that will change a new generation’s lives forever.” (<i>Vision 2020 Strategic Plan</i>)

WHAT WELLSPRING DOES

<p>TEACHERS School Development Program (SDP)</p> 	<p>Immersed in Rwandan context and content, the School Development Program (SDP) equips school leaders with principles for values-based quality education who then apply it in their classrooms and ‘multiply’ the concepts within their own school and to other schools in their district. The application and multiplication have resulted in lasting, transformative change and self-sustaining impact. The training modules are:</p> <ul style="list-style-type: none"> • Worldview & Values • Active Participation & Group Work • Positive Behavioural Management • Teaching Aids • Lesson Planning • Inclusive Teaching <p><i>“Teachers are not only educators, they are role models and caregivers, encouragers and mentors... teachers are using their newfound skills to nurture students on both the intellectual and heart level.” (Wellspring Website)</i></p>
<p>LEADERS Abundant Leadership Institute (ALI)</p> 	<p>The Abundant Leadership Institute (ALI) aims to see education in Central and Eastern Africa transformed by the love of Christ by equipping passionate leaders with vision to transform their school communities. Carefully selected local and international distinguished professionals and facilitators deliver 8 training modules, each of whom has extensive knowledge and long-standing experience, providing global and local context with a Biblical perspective. Additionally, students receive devotional messages in concert with each module to learn from Jesus Christ’s leadership model and learn to live as “salt and light” in the educational world.</p>

PARENTS

Asset Based Community Development (ABCD)



Wellspring's perspective is that parents are vital players in education and their influence equips the children for success at school, at home and in the community. As part of the School Development Program, their **Asset-Based Community Development (ABCD)** approach allows each person in the community to focus on their collective assets and strengths rather than what they may be lacking, therefore empowering them to create solutions that best suit their needs and fostering a sense of worth. This process promotes long-term sustainable success.

Wellspring provides parents with practical workshops on such topics as:

- The Importance of Parent-School Relationships
- Healthy Families & Communities
- A Parent's Role in Their Child's Education
- Positive Behavioural Management
- Gender & Girls' Education
- The Roles & Responsibilities of School Committees

The result of these training sessions is that many parents have initiated various improvement projects, including:

- Hand-washing Stations
- Financial Savings Programs
- Fundraising to Support Less-advantaged Students and Purchase Clean Water Components
- Gardening Plots
- Building Projects

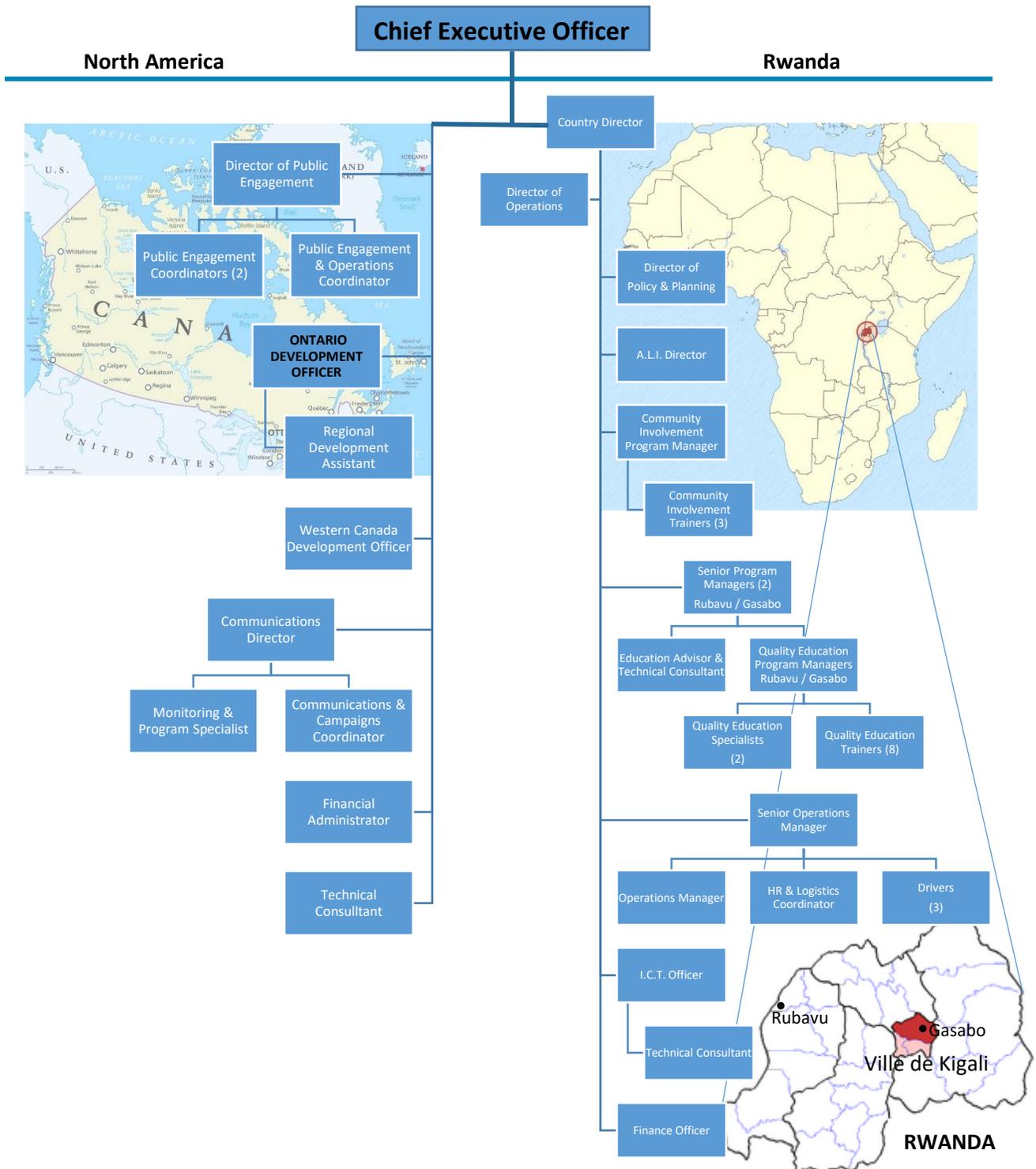
Wellspring has seen the beginnings of transformation to healthy people and vibrant community from the application of values-based, thorough education incorporating parental involvement.



"I'm committing myself to no longer being part of the problem. Instead, I'm going to be part of the solution."

- Parent, Shango Primary

KEY PEOPLE





POSITION DESCRIPTION

Reporting directly to the Development Director, the Ontario Development Officer (ODO) works closely with the CEO, the Director of Public Engagement, the Western Canada Development Director, and other Wellspring team members as needed. He or she is responsible for fundraising and major donor relations for The Wellspring Foundation for Education in the Ontario and Eastern Canada/USA region. The ODO also relates into and participates in overall North American fundraising strategy.

WORK LOCATION & ENVIRONMENT

The ODO will be based in Ontario as part of the Canadian office but travels across North America as required. Occasional international travel is expected.

KEY RESPONSIBILITIES

(A = ACT AI = ACT & INFORM AAC = ACT after CONSULTATION)

Organizational Direction (AI unless otherwise stated)

- To help develop and implement a comprehensive fundraising and major donor relations strategy for Wellspring with particular relevance to Ontario and Eastern Canada/USA.
- To take the lead role (with the support of the Development Director and CEO) in building and maintaining major donor relationships, including individuals, key institutional and foundation partnerships in Ontario and Eastern Canada/USA.
- To support and participate in campaigns, development activities and strategic planning across the Organization. [AAC]
- To work with the Public Engagement department to build the brand of Wellspring. [AAC]
- To support all marketing and communications in North America (AAC)
- To work with the CEO to build strategic alliances and partnerships consistent with the organization's vision, mission, and core values. (AAC)
- To work with the Development Director, Director of Public Engagement and Communications team to develop an organization- wide multi-generational engagement strategy. (AAC)

North American Team Responsibilities *(AAC, unless otherwise noted)*

- Participates in team meetings and addresses key issues relating to fundraising and donor relations.
- Works under direction of Development Director to implement decisions approved by him and, where appropriate, the Leadership Team.
- Provides accurate and timely reporting on all activities to assist the CEO in his responsibility to the Board to protect and direct the organization. [AI]
- Makes key contributions to the development and implementation of overall Wellspring strategic plan, annual action plan and annual budget.

Direct Operations *(A)*

- Regular attendance at Wellspring activities in North America and Central/Eastern Africa.
- Promotes the work of Wellspring, by communicating with external and internal groups.
- Major responsibility for development and fundraising for Ontario and Eastern Canada/USA region and key participant in the same for the overall organization.
- Communicates with ministry stakeholders.
- Advocates on behalf of Wellspring.
- Directs the operations of the Regional Development Assistant in the support of development activities.
- Helps coordinate special events to promote the ministry of Wellspring.

Team Membership *(AAC)*

- Member of North American Team.

Financial Stewardship *(AI)*

- Makes key contributions to development of annual budget and maintenance of financial operations.
- Helps coordinate financial support activities of the organization in Ontario/US.
- Oversees recruitment and retention of major donors.

Accountability, Spiritual Development & Personal Training *(AAC unless otherwise stated)*

- Attending North American staff meetings, retreats and training events as required either in person or via Skype etc.
- Participating in prayer days and personal study time.
- Meeting with the Development Director and the CEO on a regularly basis.
- Providing regular reports on the work to the CEO and Development Director and, through them, the board.



PERSONAL & PROFESSIONAL QUALIFICATIONS

Spiritual Development

- A personal commitment to the Lordship of Jesus Christ.
- A consistent life, which brings glory to Him.
- Adherence without reservation to the Statement of Faith of Wellspring (available upon request).
- Familiarity with the Bible.
- A commitment to reach our stakeholders.

Educational/Training Requirement

- An advanced degree is preferred or the equivalent in training and experience.
- At least eight years related experience.

Character Traits

- Leadership qualities, including being an encourager, facilitator, enthusiastic and an initiator.
- Ability to act as both team leader and part of a wider team.
- Willingness and ability to adapt to new situations.
- Optimism and creativity.
- Desire to work in an educational and mission's capacity.
- Personable, comfortable in relating to a wide variety of people and organizations, including representatives of the Canadian church community.
- A self-starting motivator.
- An encourager, facilitator, enthusiastic and an initiator.

Organizational Capability

- Ability and willingness to accept and implement the methods and concepts adopted by Wellspring.
- Regular church attendance including some church involvement.
- Ability to act on initiative.
- Ability to work under accountability and supervision of the Development Director.
- Creative ability to tell compelling stories to diverse audiences.
- Ability to articulate difficult issues and to communicate Wellspring strategies to a broad audience.
- Ability to work well with deadlines.

Specific Skills

- Effective written and verbal communication skills, including the ability to make presentations to small or large groups.
- Effective interpersonal and supervisory skills.
- Superior administrative capacity to manage a large number of projects and tasks simultaneously and to complete them with minimal oversight.
- Leadership experience including: Project management, working with staff both in team and one-on-one, planning, coordinating and leading small and large group events and activities.
- Financial management skills.
- Effective time management skills.

OVERVIEW OF SEARCH

ESTIMATED SEARCH TIMELINE

While every search is dynamic and time frames are hard to predict, the following is an overview of the expected timeline for this search:

Application Deadline	April 30, 2019
Shortlist Interviews	Mid May 2019
Candidate Start Date	June 2019 (may be negotiated)

ABOUT US

Nelson/Kraft & Associates Inc., with colleagues in Vancouver, Calgary, Winnipeg, and Toronto, is uniquely positioned to further serve a diverse group of organizations and achieve their goal of connecting them with the best talent to meet their needs. Finding the right people to fit the organization involves more than just checking off boxes on a computer survey or placing an ad and hoping that the right people apply. Instead, we assess the environment, goals, culture, requirements and prevailing factors of the organization and its specified region and sector to develop the best candidate list for the opportunity at hand. One of our leaders personally manages the executive search from start to finish, ensuring continuity throughout, which is essential to a seamless transition.

Our proven process fully addresses all aspects of the search. We know that connecting the right person with the right organization is as much about relationship as it is about skills and experience. We take the time to get to know all the potential candidates’ needs, goals, strengths, and talents so we can confidently recommend the best match.

What makes us different is our ability to MAKE connections – to connect the dots in ways others can’t. It’s our ability to find people who aren’t looking and to connect perfect strangers “perfectly” that makes us your competitive advantage.

CONSULTING TEAM

Mark Kraft is the team lead on this search. The other members of the consulting team are Larry Nelson, Senior Associate, and Candace Bishop, Research Assistant.



Mark Kraft

Mark has grown quickly in becoming a trusted advisor for many charities across Canada as he works hard to aid organizations in their important executive placement needs. Following a tried and proven search process, Mark ensures that Nelson/Kraft clients are well served and deeply valued.

Using his natural relational gifts, Mark thoroughly enjoys helping organizations find the right leader at the right time to increase capacity within the non-profit sector. His natural interest and curiosity in people translate into all aspects of his life.

Mark has been passionate about helping people and making connections since 1995. Launching initially into pastoral ministry and leadership in other not-for-profit ventures in Ontario and Manitoba, then

shifting to the marketplace, where he held various roles including working for Apple Inc., led him to focus his abilities and experience on leadership development, particularly within the charitable sector.

Mark is a certified executive coach having trained through Erickson College International – an ICF affiliated executive coaching school - and is a certified Birkman Method® consultant. This uniquely positions him to assist organizations looking to source the best fit for their next key executive, improve their organizational impact, or make significant changes to chart a new course in addressing the current and future issues of the social and economic climate. With more than 20 years of experience in the public and private sectors, Mark brings a broad network of contacts in Manitoba, Ontario, and BC to the non-profit executive placement sector.



Larry Nelson

Larry came into executive search with a strong desire to see his background as a Chartered Accountant and the former CEO of the Baptist Housing Ministries Society utilized by not-for-profit organizations as they grow their leadership teams. With a wealth of practical, professional and board level experience to offer, Larry brings many years of senior executive experience to your Search Committee.

A life-long interest in affordable housing led to his work with several non-profit organizations including serving on the board of the BC Non-Profit Housing Association. For several years he served as the chair of the Canadian Council of Christian Charities and has served on a number of both national and provincial boards. Larry has also been active in local politics, serving three terms as a trustee with the Coquitlam School Board.

TO APPLY

Forward your resume and cover letter to Mark Kraft at info@nelsonandkraft.com.
Application deadline is: **April 30, 2019**

Please Note

Applications will only be considered from Canadian citizens and Permanent Residents.

Nelson/Kraft & Associates Inc. welcomes and encourages applications from people with disabilities. Accommodations are available on request for candidates taking part in all aspects of the selection process.