



OPPORTUNITY PROFILE

EXECUTIVE DIRECTOR OF
PARTNER RELATIONS

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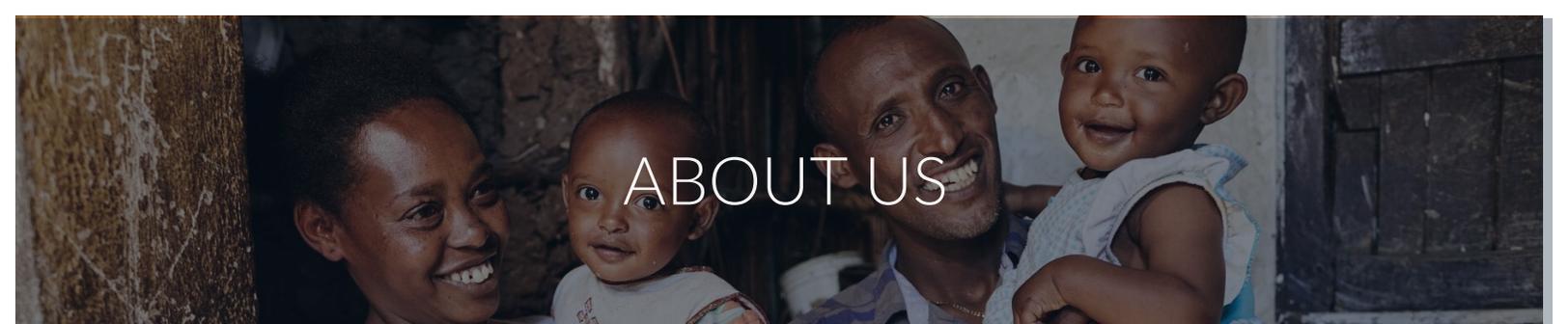
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ABOUT US

ABOUT COMPASSION

Releasing children from poverty in Jesus' name

As one of the world's leading child development organizations, Compassion partners with the local church in 25 countries to end poverty in the lives of children and their families.

Today, two million children are discovering lives full of promise and purpose as they develop in all the different aspects of their lives—their minds, bodies and relationships—while giving them the opportunity to hear the gospel of Jesus Christ at a local church.

HOW DOES COMPASSION WORK?

If you could sum up our ministry in a phrase, it would be “holistic child development.”

This might sound a bit dull, but this concept is key to Compassion's ministry. It means we don't simply respond to poverty by handing out food or Bibles.

Instead, we seek to develop children in all the different aspects of their lives—their minds, bodies and relationships—while equipping local churches to share the love of Jesus with them.

HOW DOES HOLISTIC CHILD DEVELOPMENT WORK?

Through Compassion's programs in partnership with local churches, children are ministered to in every aspect of their lives, receiving:



Age-appropriate Christian teaching and discipleship at a local church



Formal and non-formal educational opportunities



Health care, hygiene training and supplementary food



Personal attention, guidance and love

ABOUT US

WHY FOCUS ON THE CHILDREN?

For a long time, the focus of helping others has been giving people things. But what Compassion has learned over the years is that things won't change communities—people will.

Real and lasting change happens when children are developed to become the adults who will create change in their community. In Compassion's program, children learn they are loved, they begin to develop hope for their future, and they realize that God wants to use them to help others. And these children grow up to be givers and community leaders.

WHY PARTNER WITH LOCAL CHURCHES?

Compassion works exclusively with local churches because they can best understand and respond to the challenges in their communities. They are known and trusted by their neighbours and are able to reach those in the greatest need.

What's more, the Church is the institution God ordained to carry out His work. Compassion exists to enable the Church to fulfill her mission of making disciples of all nations and caring for those in great need.

STATEMENT OF FAITH



In the Holy Scriptures as originally given by God, divinely inspired, infallible, entirely trustworthy; and the supreme authority in all matters of faith and conduct;



One God, eternally existent in three persons, Father, Son, and Holy Spirit;



The Salvation of lost and sinful man through the shed blood of the Lord Jesus Christ by faith apart from works, and regeneration by the Holy Spirit;

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The Holy Spirit, by whose indwelling the believer is enabled to live a holy life, to witness and work for the Lord Jesus Christ;



The Unity of the Spirit of all true believers, the Church, the Body of Christ;



The Resurrection of both the saved and the lost; they that are saved unto the resurrection of life, they that are lost unto the resurrection of damnation.

POSITION SUMMARY

Executive Director of Partner Relations

Compassion is a leading international child development organization, committed to releasing children from poverty in Jesus' name. The Executive Director of Partner Relations is responsible for promoting the mission of Compassion by leading

and directing the activities of frontline teams in developing partnerships, acquiring new child sponsorships, donations and engaging volunteers. Additionally, this role shares organizational leadership through participation in a highly collaborative senior leadership team.

MINISTRY FOCUS

Since Compassion Canada is a Christian Mission organization whose role involves both ministry in and to the local church, both in Canada and abroad, and since it is expected of our donor base that we operate as a Christian ministry giving honour to Jesus Christ, each employee of Compassion Canada shall:

- a. Participate in regular chapel services and corporate prayers.
- b. Pray with donors when requested by same or when deemed appropriate with



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donor's permission. (This will apply to some positions more than others).

- c. Conduct themselves in a Christ-like manner at work and outside the workplace.
- d. Promote the Christ-centred, child-focused and church-based approach to ministry that Compassion Canada has put into practice.

Since Compassion Canada is a church-based ministry, both in Canada and abroad, each employee should be a member in good standing of a church that is in agreement with the Statement of Faith of Compassion Canada.

DUTIES AND RESPONSIBILITIES

- Work closely with President and CEO and other members of the Executive Leadership Team in leading all aspects of the work of Compassion Canada.
- Conduct research and advise the organization on competitive trends, threats and opportunities related to area of responsibility.
- Contribute to the cross-functional process to develop, execute, assess and improve the corporate strategy.
- Develop and execute an organizational acquisition/fundraising plan, in collaboration with organizational stakeholders, that supports acquiring new child sponsorships and donations through frontline relationships, experiences, and events.
- Explore and develop partnership paths with churches, denominations, ministry associations, event promoters, businesses, donors, volunteers and influencers.

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- Recruit and manage both internal human resources and external service providers to achieve success serving each existing and future stakeholder group.
- Work closely with Marketing to ensure frontline teams are supported and plans are integrated.
- Work closely with Engagement to ensure an extraordinary supporter experience.
- Work closely with, and serve as an active member of, Compassion International's Global Marketing and Engagement group (GME) to share best practices and explore joint venture initiatives.
- Throughout all aspects of this work, provide spiritual and professional development for all members of the team while fully living out the organizational values.

QUALIFICATIONS

- A consistent witness for Jesus Christ and a servant heart
- Expertise in fundraising and/or sales and strategic planning
- An in-depth knowledge of church denominations and giving trends in Christian culture
- Skilled in developing a results-oriented environment
- Ability to build and deepen partner relationships, while finding new and creative ways to increase Compassion's reach and influence
- Wisdom, discernment, and integrity
- Exceptional people management, leadership and interpersonal skills
- Proven ability to attract and retain top talent
- Highly collaborative and able to build a flourishing team environment

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- Excellent planning, organizational and analytical skills
- Honed communication and presentation skills
- Willing and able to travel frequently nationally and occasionally internationally

EXPERIENCE REQUIRED

Five to seven years in a similar or related role that includes strategic planning, fundraising/sales management, partner development, and people management.

EDUCATION

Post-Secondary degree in Management, Business or Public Relations

INITIATIVE REQUIRED

To be self-motivated, disciplined, and able to work with a minimum of supervision. Able to serve other departments putting a strong emphasis on internal customer

SUPERVISION

Received: President and CEO
Given: Partner Relations Teams including: Ministry Relations, Events and Ambassadors, Donor Relations, Planned Giving and Volunteer Network

Within: Executive Leadership Team and Staff

Without: Sponsors, Donors, Advocates, Ambassadors, Partners, Pastors, Volunteers and Ministry Leaders.

OTHER QUALIFICATIONS, ABILITIES AND KNOWLEDGE REQUIRED

The ability to mentor/coach/supervise others toward new levels of effectiveness. Skill in appropriate goal setting and requisite development of

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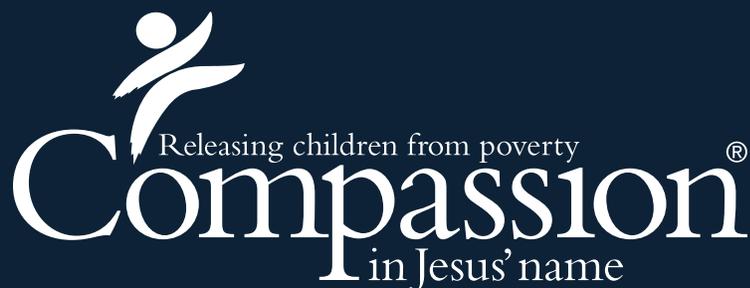
personnel. Skilled in conflict resolution. A mature experience with Jesus Christ as outlined in Titus 1:6-9 and 1 Timothy 3:1-13

QUALIFYING PERIOD

The tenure for this position will be performance based and regular review intervals will define and measure performance requirements. The first review will take place after the first six months of employment with Compassion Canada.

NOTE

The foregoing statements are intended to describe the general nature and level of work being performed by people assigned to this classification. They are not intended to be construed as an exhaustive list of all responsibilities, duties, and skills of the person so classified. Responsibilities and duties may change from time to time.



SEARCH PROCESS

OUR FULL SEARCH PROCESS

[Click Here](#) 

NELSON/KRAFT & ASSOCIATES INC. CONSULTING TEAM

OUR SEARCH TEAM



MARK KRAFT

Leading the Search

Mark is a certified executive coach and Birkman Method consultant. With a background in pastoral ministry, strong leadership development skills, and a passion for helping not-for-profit organizations succeed, Mark has become highly sought after for his expertise in recruiting, networking, crisis management, team building, and best practices for board governance.



LARRY NELSON

Supporting the Search

Larry's professional training as a Chartered Professional Accountant, his extended experience as a CEO of a large not-for-profit seniors' housing provider, and his knowledge gained

while chairing several not-for-profit boards of directors across Canada equips him well to serve the needs of charities. During his more than 10 years of experience as an executive search consultant, Larry has placed over 70 senior executives nationally and worked with over 45 North American charities.

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: July 15, 2019

Shortlist Interviews: Aug. 12 & 13, 2019

Candidate Start Date: September 2019
or negotiable

HOW TO APPLY

Forward your resume and cover letter to Mark Kraft at
info@nelsonandkraft.com

Application deadline is: July 15th, 2019

Please Note

Qualified candidates for this search must be Canadian residents at the time of application. Thank you.