



**FOOD FOR
THE HUNGRY**

OPPORTUNITY PROFILE

WESTERN CANADA PARTNER ENGAGEMENT LEAD

For more information, please contact:

MARK KRAFT
mark@nelsonandkraft.com
1.778.982.4427

LARRY NELSON
larry@nelsonandkraft.com
1.778.385.0117

NELSON/KRAFT
AND ASSOCIATES

TABLE OF CONTENTS

ABOUT US

Our Purpose **3**

Our Values **4**

Promise of Stewardship **4**

Promise of Integrity **5**

President **5**

THE JOB

Job Description **6**

Accountability **8**

Who You Are **9**

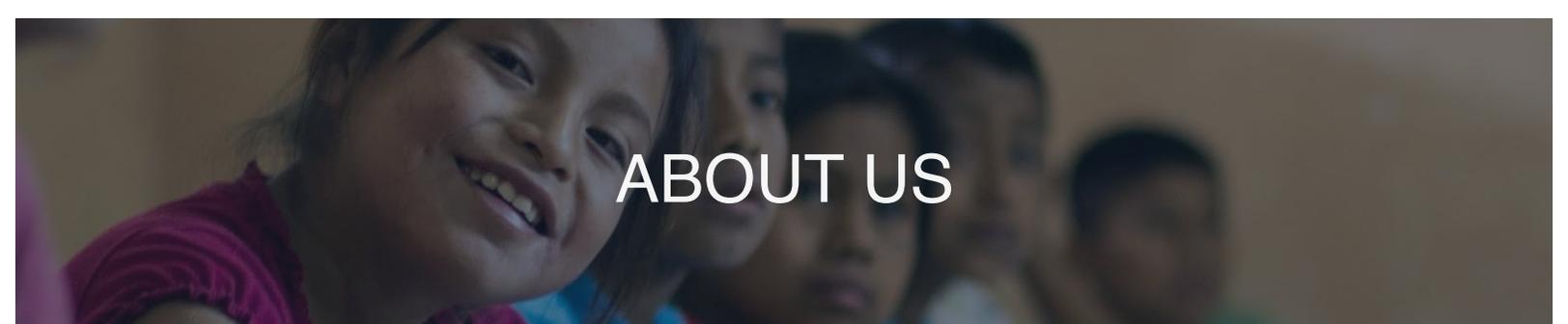
What You Can Do **10**

SEARCH PROCESS

Nelson/Kraft & Associates Inc **11**

Estimated Search Timeline **11**

To Apply **11**



ABOUT US

OUR PURPOSE

TO GRADUATE COMMUNITIES OUT OF POVERTY IN 10 YEARS

Food for the Hungry is a Christian non-profit organization dedicated to ending poverty - one community at a time. With partners like you, FH walks alongside the most vulnerable communities throughout the developing world as they strive toward sustainability. Recognizing that each community faces unique challenges as well as advantages, FH is committed to an integrated, holistic approach to development including priorities such as agriculture, education, health, and gender equality.

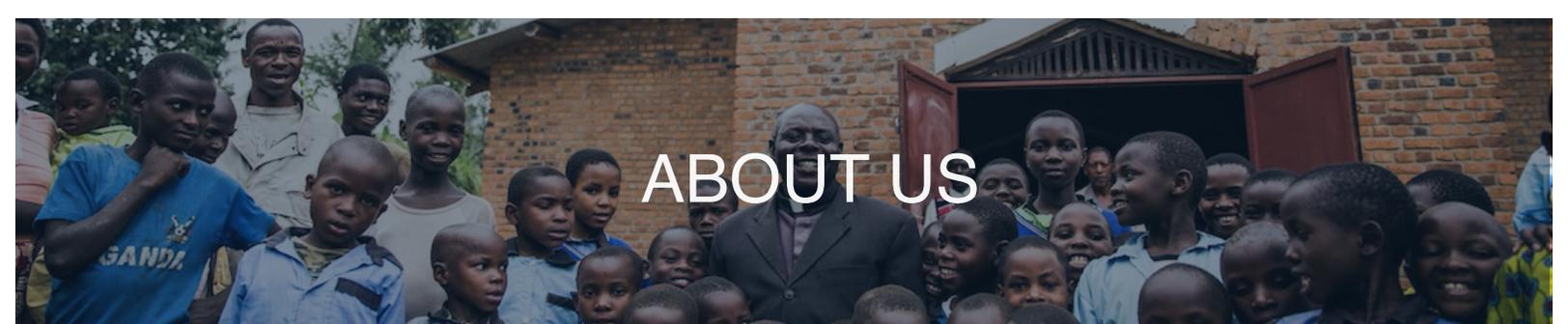
WE'RE DIFFERENT BECAUSE...

We address the root issues of poverty. Sometimes people get stuck. A community can't progress until its people understand what is holding them back. Everyone has God-given value and potential so we

begin with changing how they see themselves and the world around them. This is community owned development. At the core of our activities is our belief in "walking with" rather than "doing for". Community leaders are intentionally involved in the creation of grass roots solutions to poverty.

FROM STUCK TO THRIVING: A COMMUNITY TRANSFORMATION

We see the big picture. We don't do just one thing. Ending poverty is complicated and it takes more than food or clean water for a community to thrive. We hire locally. Over 98% of the 3,000 FH staff members are citizens of the countries where they work. They're from there; they get it. We leave. After about a decade, a community graduates and we transition from coaches to the sidelines. Since 1994, Canadians have helped 63 communities move from being stuck to self-sustaining. These communities are then in turn reaching out to their neighbours.



ABOUT US

OUR VALUES

GOD IS OUR FOUNDATION. WE ARE MOTIVATED BY CHRIST'S LOVE TO WALK WITH THE MOST VULNERABLE

The Church plays a central role in many of the communities we work alongside and faith is an important part of a sustainable future.

Relationships first. We recognize that people are at the end of every decision and make that responsibility our priority. Commitment to Service. Helping others is part of our D.N.A. We apply that philosophy as we walk with communities around the world, our co-workers, and amazing donors like you! Invest wisely, focusing on results. We strive to make wise, long-term decisions with your generous donations to meet our goal of graduating communities out of poverty in ten years.

PROMISE OF INTEGRITY

All charities are under scrutiny by Government agencies and the public.

We welcome this and our certification by the Canadian Council of Christian Charities guides us towards best practices. FH Canada's programs are closely monitored by our Board of Directors who take an active role in stewarding the vision and mission of FH Canada as well as making our programs effective.

Donations designated to a specific program or project will fund that program or project as indicated by the donor. If the needed funds are fully raised, the Board will direct the remaining designated donations to similar programs where most needed.



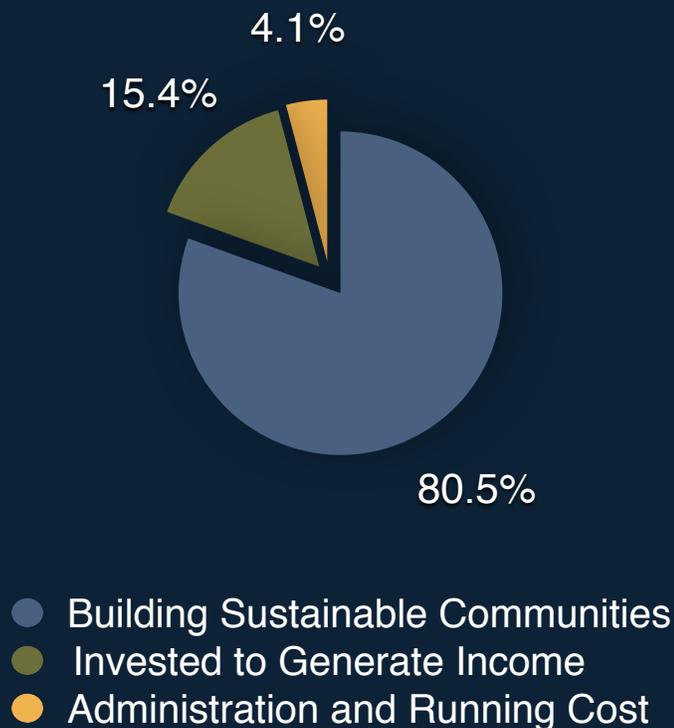
PROMISE OF STEWARDSHIP

Food for the Hungry Canada is committed to upholding the highest standards of financial integrity and stewardship. We promise to direct

ABOUT US

your gift where designated; to ensure your donation stretches as far as possible through innovative, cost-effective methods; and to far as possible through innovative, cost-effective methods; and to operate efficiently. Should the campaign goal be met, we will re-designate funding in the same region or category.

The following chart demonstrates the allocation of all donations.



PRESIDENT SHAWN PLUMMER



Shawn has an 18-year track record in international relief and development including 10 years with a leading organization as Country Director in Mozambique and Eritrea, Regional Director for North Africa and the Middle East, and as Director of Technical Programs. Shawn has gained invaluable program and leadership experience by managing hundreds of staff and multi-million dollar programming activities to assist the most vulnerable globally. During Shawn's eight years at FH Canada, he has overseen partnership development, the artist advocate program, and Child Sponsorship. Shawn is deeply respected in the non-profit development community, both here in Canada and worldwide. Rooted in his compassion and love for the most vulnerable, Shawn's broad network of global relationships continue to provide valuable support to his work.

THE JOB

JOB DESCRIPTION

*Western Canada Partner
Engagement Lead*

At Food for the Hungry, we're focused on ending poverty, one community at a time. We're looking for an amazing full-time Western Canada Partner Engagement Lead to join our enthusiastically Christian team.

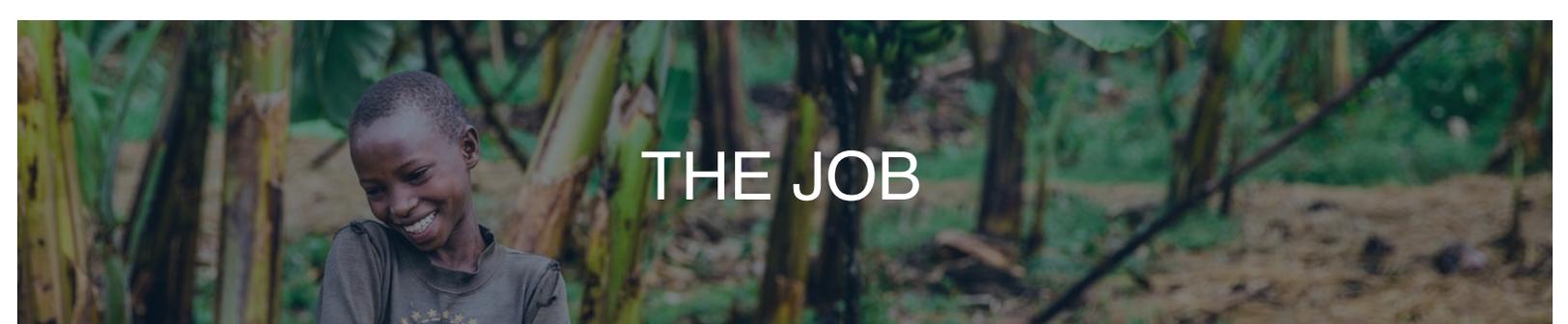
As the Western Canada partner engagement lead you'll report to the Director of Philanthropy and be part of a team that exists to uncover the philanthropic passion God has given to Canadian individuals, families, churches and businesses and then outrageously service them in that calling. This critical role exists to serve BC and Alberta donors by understanding and meeting their needs quickly, professionally and accurately. You will be at the heart of our reputation for extraordinary donor service. You thrive on interactions with donors as well as with team members.

You get great satisfaction from helping people develop lifelong relationships with FH every day and create the energy and excitement around FH at all times. Always curious, you stay on top of global current events and about FH goals and initiatives, ready to apply your expertise in donor interactions. You want to change the world and believe you can do so by joining an organization passionate about caring for the vulnerable by alleviating poverty.

Title: Western Canada Partner Engagement Lead

Reports to: Carissa Youssef
Director of Philanthropy & Public Engagement





THE JOB

PURPOSE OF THE POSITION

This critical role exists to engage, educate and encourage a mixed portfolio of BC and Alberta families, churches and businesses and to mobilize them through various partnership opportunities.

KEY POSITION OBJECTIVES:

1 *Grow Purpose Driven Funding*
Contribute to FH's goal of increasing revenue from private income (churches, businesses, families) by 40% to \$3,911,572 over the 2018 baseline of \$2,736,763 by September 30th 2021. You will receive a mixed portfolio of donors (families, churches and businesses) with a value of approximately \$400,000 in annual giving. While your role is predominantly service and retention driven, you carry a goal of retaining the value of your portfolio and increasing it by at least 10% each year.

This can be through new partners in BC and Alberta or through deeper giving from current donors. Keep in mind, FH Canada has a strong history of referrals from satisfied partners.

2 *Grow Program Impact and Reach*
Contribute to FH's goal of reaching 25,000 individual impressions through in person/ public engagement opportunities by September 30th 2021. Throughout your region of BC and Alberta, you will participate in education and engagement opportunities (workshops, conferences, etc.) that enrich your portfolio of donors and introduce FH to potential partners.

KEY PERFORMANCE INDICATORS: (MEASURED QUARTERLY)

1 Identify the calling and interests of every donor in your portfolio



THE JOB

2 Have a goal and plan for every donor and faithfully execute that plan (1 meaningful connection per quarter)

3 Execute strategy to develop new contacts and donors within your region

4 Achieve revenue growth projections (at least a 10% increase per year in funds raised)

5 Provide exceptional customer service to new and existing donors in a professional manner

6 Provide various administrative tasks around donor care

7 Will work with the FH program staff and communications department to secure appropriate project information, including budgets, and create offers and proposals that will be used with donors to secure pledges and report back on how their giving and community visits are making a difference.

8 Will track partnership activity and performance goals.

ACCOUNTABILITY - PERFORMANCE WILL BE MEASURED BY:

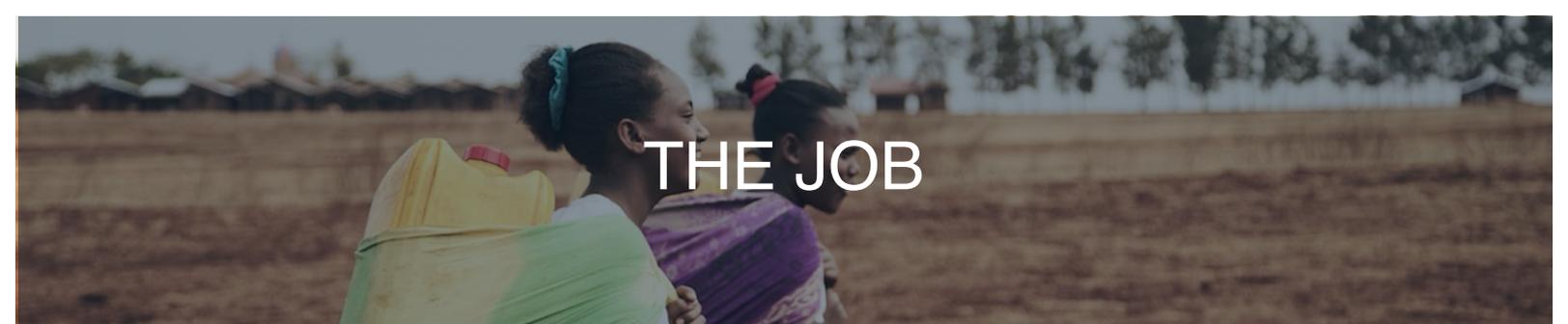
1 Ability to serve the donors in your portfolio

2 Ability to achieve revenue growth

3 Ability to create a personal contact and partnership proposal for potential donors that takes into account the donor's passions, interests, motivations, giving patterns and preferences. Ability to execute this plan in a timely and cost effective manner which results in the retention of donors.

4 Ability to report back to donors on how their giving made a difference using materials, information and reports generated by program and communication staff.

5 Ability to manage people, process, deadlines and budget while adhering to the policies and procedures of FH.



THE JOB

6 Ability to get along with peers, subordinates and management and maintain a positive and constructive attitude while solving problems. Ability to be a team player and protect the mission, goals and values of the organization.

7 Ability to attend FH Open Book Sessions weekly.

8 Ability to travel internationally in order to facilitate donors' FH field experiences.

9 Ability to travel domestically to build and steward relationships.

WHO WE ARE

1 Genuinely positive, optimistic, and approachable

2 Value relationships and community

3 Understand that your success is FH's success

4 Comfortable and confident to interact with a diverse mix of donors

5 Professional, cordial, and punctual

6 Proactive and assertive problem-solver, motivated to own your role

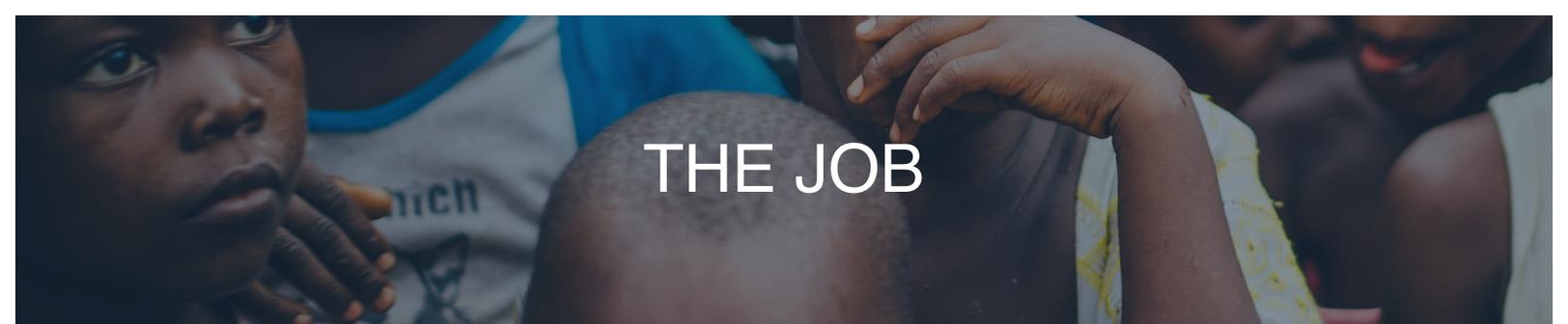
7 Confident yet teachable and open to feedback

8 Flexible - sometimes schedules and job descriptions need to get adjusted to get things done; you aren't attracted to a 9-5 workday

9 Driven by results and committed to FH's goals but aware that money is a result of great relationships; not an objective

10 Alignment with Food for the Hungry values

11 A sense of humour will go a long way



THE JOB

WHAT YOU CAN DO

1 Preferred five to ten years' experience in sales, customer service, communications, or non-profit sector.

2 Post-secondary degree in Communications, Business, or other related field

3 Excellent communication skills, both written and verbal

4 Able to multitask, prioritize and work in a fast paced environment

5 Comfortable presenting in churches, boardrooms and through one on one interactions with a diverse mix of donors

6 Team player with strong interpersonal skills

7 Speed, accuracy and strong attention to detail

8 Ability to listen effectively, you're interested in people and have the social skills to back it up.

9 Comfortable with using computers. Experience with Microsoft Office (Word, Excel, PowerPoint), Google Apps (Gmail, Google docs and Calendar) as well as contact management systems like NetSuite or Salesforce

10 Experience with international development or non-profit sector would be an asset

SEARCH

OUR FULL SEARCH PROCESS



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 is a chartered accountant and former CEO of the Baptist Housing Society. He currently serves on the board of the Canadian Council of

Christian Charities, has been active in politics, and served three terms as a trustee with the Coquitlam School Board. He is passionate about lending his professional expertise to not-for-profit organizations.

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 - **August 06, 2019**

Shortlist Interviews - **August 19-23**

Finalist Candidate Start Date - **September-October, 2019**

HOW TO APPLY

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

Application deadline is: August 6, 2019

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