



OPPORTUNITY PROFILE

CHIEF EXECUTIVE OFFICER (CEO)

GAIN GLOBAL AID NETWORK



NELSON/KRAFT
AND ASSOCIATES

ABOUT US

THE ORGANIZATION

Global Aid Network (GAIN) is a worldwide humanitarian relief and development organization dedicated to bringing hope and tangible help to the poor and the suffering.

Their mission is to reveal hope by sharing God's unconditional love and restore life by demonstrating the gospel through compassionate action to women living in injustice, poverty, and crisis.

Since their inception in 1998, they have grown to become part of a diverse, global network with offices in Canada, Germany, Australia, Austria, South Korea, the Netherlands, Spain, Switzerland and the UK. With distribution networks established throughout Africa, Asia, Europe, the Middle East and the Americas, their compassionate reach is truly global in scale. GAIN Canada has mobilized resources to help people in over 47 countries around the world.

Global Aid Network Canada is one of the ministries of Power to Change, serving as our humanitarian partner.





MISSION

Sharing the transforming message of God’s love (revealing hope) and demonstrating expressions of that love (restoring life) is foundational to GAIN’s work and a guiding principle for all their activities.

As physical, spiritual, social and economic poverty intersect with one another, injustice and brokenness is created. GAIN’s lense of integral mission endeavours to address this in a holistic manner. GAIN views every person as a connected whole – mind, body, soul, spirit. In order to see everyone experience life to its fullness, GAIN intentionally integrates “word and deed” equally into all they do.

The local church permeates throughout everything GAIN does. The local body of believers has a unique role in sustainable development, responding to calamities and facilitating positive social change in their spheres of influence. They demonstrate compassion to those in need, extend true hospitality, and ultimately are a witness of God.

Through the JESUS Film Church Planting Strategy, which is directed by GAIN, the message of God’s love is brought through the JESUS film showings, discipling new believers, training new leaders and planting churches. GAIN works through the following core strategies, enabling partnerships with local churches and like-minded individuals so that the Kingdom of God will expand and flourish:

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1. WATER FOR LIFE INITIATIVE (WFLI)

Water poverty is a symptom of the brokenness of the world. Lack of access to safe water cripples people's ability to live out their God-given potential. The negative effects from poor Water, Sanitation and Hygiene (WASH) access include perpetual illness even to death, lack of economic opportunities, environmental degradation, social insecurity and inequality, and undignified living conditions.

Access to water, sanitation and hygiene is a human right. In fact, ensuring availability and sustainable management of water and sanitation for all is Sustainable Development Goal 6 established by the United Nations General Assembly.

Through GAIN's Water for Life Initiative, we provide sustainable water services (such as deep-capped water wells, filters, piped systems, towers, etc.) and enable holistic supporting systems through integrated WASH programming to address other issues like, food security and nutrition, maternal and family health, livelihood, the environment and spirituality.

2. INCOME GENERATING ACTIVITIES

At its most basic level, the economic contribution of women in low income households is vital for the survival of everyone in that household – women, men, girls and boys. Our Income Generating Activities program addresses poverty, unemployment, and lack of economic opportunities to increase a person's ability to generate income and secure livelihoods.

With the goal of reaching economic empowerment, our programs include: financial inclusion through micro-credit programs increasing productive activities through vocational skills training, entrepreneurship, and market facilitation (which helps individuals access the local market/facilitate trade).

3. DISASTER RELIEF

When drought hits and famine devastates communities, when injustice and corruption exploit people living in poverty, when a hurricane tears through and shatters everything, when vulnerable people are displaced and lose their homes, when violence destroys livelihoods and inflicts suffering...people need relief. Coming alongside vulnerable people in crisis to meet their immediate needs and alleviate their suffering is critical and urgent. Global Aid Network works in areas where crisis and urgent need is threatening the lives of vulnerable people to help meet their needs and eliminate threats.

Where necessary, GAIN Worldwide deploys DART(Disaster Assistance and Response Team) that provides assistance in the form of food and clothing distribution, shelter provision, medical advice and trauma counseling, as well as initiating long-term reconstruction and development projects.



THE JOB

MINISTRY OVERVIEW

Global Aid Network Canada (GAIN) is a worldwide humanitarian relief and development organization dedicated to revealing hope and restoring life to people living in injustice, poverty, and crisis.

Revealing Hope: GAIN aspires to not only bring tangible humanitarian aid to people living in difficult situations, but to also see them come to faith in Jesus Christ and share it with others. Employing a discipleship and church planting strategy in tandem following the gift of clean water, critical aid and sustainable development, GAIN seeks to embrace people with the love of God, to let them know they are of value and significance, and to restore their dignity.

Restoring Life: GAIN's passion is to ease the challenging living situations that people experience in everyday life in developing countries by providing them with the tools and resources they require.

Power to Change (P2C) helps people know Jesus and experience His power to change the world.





POSITION OVERVIEW

Reporting to the Vice President of Ministries of Power to Change, the Chief Executive Officer (CEO) will be passionately in love with Jesus Christ and share His burden for reaching the lost. This individual will have the spiritual vision, strategic abilities and business acumen and experience to help GAIN make its best contribution to the collective impact of Power to Change and the diverse Global Aid Network with increasing effectiveness and reach.

PRIMARY OUTCOMES

GENERAL MANDATE

This position exists to lead GAiN to greater impact for God's kingdom. The CEO will empower her/his leadership team to grow GAiN's impact and fulfill the mandate of GAiN. This will require revenue growth and organizational capacity while developing a culture that embodies Integral Mission. The GAIN team is passionate about revealing hope by sharing God's unconditional love and restoring life by demonstrating the gospel through compassionate action to women living in injustice, poverty, and crisis. They are aligned with the overall vision and mission of Power to Change and an integral part of the collective impact of the whole organization.

Organizational Capacity Means:

- Designing an organizational model that can efficiently deliver this growth with an understanding of current challenges and best practices in the international development and humanitarian, charitable domain.
- Hiring & building effective leadership capacity throughout the organization.
- Fostering a spirit-led, collaborative and compassionate culture within the division of GAiN and help foster the same culture within P2C as a whole.
- Building effective business processes at GAiN's home office and on the field.
- Ensuring continuous management & financial systems and practices that make GAiN efficient and provide it a thorough understanding of the effectiveness of every dollar spent.

Fundraising Effectiveness Means:

- To accomplish their goals, GAiN will need to grow their annual revenue and work closely with our Development office.
- Providing donors with full transparency for every dollar spent and demonstrating the effectiveness of their investments.
- Building into current and developing future models that not only attract donations but sustain it.
- Building the L.I.F.E. model into the way they motivate people to give and experience what GAiN does. L.I.F.E. is an acronym for Labour, Influence, Finances and Expertise.

Build a Culture That Aspires to Excellence:

- Continue to develop a culture that would embody integral mission and that is passionate about demonstrating God's love in word and deed.
- Lead an organizational culture that aspires to be the best vehicle in its field through sustained and demonstrated commitment to the projects it undertakes with drive and passion.
- Build a culture permeated with integrity in the manner it treats the people it serves, the manner with which it gives value to each donor/investor dollar and the efficiencies it uses to minimize administrative costs as a portion of that donor/investor dollar.
- Infuse that culture with the same dynamic spirit it promotes as a messenger of Christian values at home and around the world.
- Invite participants to raise challenges, bring and build into new ideas and critical analysis of its practices and efficiencies, with a view to continuously improve and innovate to reach the top in its field.



GENERAL MANDATE

- Continue to scale up fundraising capacity that meets and exceeds current fundraising models and practices.
 - Build out business processes and management systems to effectively handle the anticipated growth.
 - Expand the geographical footprint to new countries, taking into consideration different challenges and regulatory environments that require a multi-national organizational understanding.
 - Integrate internal office management and efficiencies with field delivery such that communication, priorities and supportive people and ideas are maximized between “head office” and “the field”.
 - Continuously strategize new and better ways to achieve GAIN’s vision.
 - Engage, encourage and challenge current and potential donors to travel to the field to see first-hand how God is working in order to create a sustained relationship with GAIN, while simultaneously building a field infrastructure to handle a continuous flow of people.
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SUCCESS MEASURES

Within 5 years, GAIN will be well on it’s way to accomplishing this goal in the following 3-5 years while developing its reputation in a manner that makes everyone who touches the organization want to be involved with it:

- GAIN is on track to deliver the Water for Life Initiative 2030 Vision.
- Introduce more than 100,000 people to Jesus Christ.
- Successfully engage with more than 400 churches per year and develop programs and build new believers love for Christ through strengthening and equipping the local church for integral mission.
- Have a leadership and management team who work together with a positive harmony and a thriving culture that rewards and motivates them.

EXPERIENCE REQUIREMENTS

- The CEO may come from a successful executive/senior leadership role in a non-profit or for-profit organization.
 - If the individual's professional experience is solely for-profit, it would be beneficial if they had significant personal participation as a volunteer in a charitable or non-profit context.
 - International and national experience working with leaders, agencies, and organizations would be an asset.
 - A university degree is desirable or equivalent professional experience.
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YOU ARE A LEADER WHO:

- Is able to collaborate with multiple stakeholders in a cross-cultural ministry/international development space.
- Is capable of presenting a clear vision and motivating staff to accomplish that vision.
- Has a passion to serve.
- Is focused on expanding the Kingdom of God.
- Has a strong understanding of fundraising and the ability to generate revenue.
- Is an effective communicator.
- Can empower and develop leaders.
- Is an innovative, strategic thinker.
- Is a humble and selfless follower of Jesus (Phil. 2:3-4).

OTHER REQUIREMENTS

A growing, personal relationship with Jesus Christ and a pre-existing belief and demonstration of lifestyle as outlined in the P2C Code of Conduct and Statement of Faith and abide by the biblical principles outlined in these documents.

FUNDING

This position requires Ministry Partner Development. The successful candidate will have the privilege to build a partnership team which provides financial and prayer support for the ministry. The financial support will cover the costs of the candidate's salary and ministry expenses. Power to Change believes that Ministry Partner Development is biblical and God will provide everything necessary to fulfill the calling into ministry: finances, emotional strength and perseverance. Building a ministry partnership team is an integral part of being in ministry. There are many opportunities to bless and encourage the partnership team. Power to Change is committed to providing training and coaching that ensures success in Ministry Partner Development.



SEARCH PROCESS

NELSON/KRAFT & ASSOCIATES INC.

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 professional accountant and former CEO of the Baptist Housing Society in BC. He has served on many charity boards nationally and provincially including the board of the Canadian Council of Christian Charities. He has placed over 80 senior executives and worked with more than 50 not-for-profit organizations across Canada. 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: October 13, 2020

Finalist Candidate Start Date: TBD

Location: Langley, B.C

HOW TO APPLY

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

Please note, qualified candidates for this search must be Canadian residents at the time of application.

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.

FOR MORE INFORMATION, PLEASE CONTACT:

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