Releasing children from poverty
Compassion®
in Jesus' name

Opportunity Profile

CHIEF DEVELOPMENT OFFICER
COMPASSION CANADA

NELSON/KRAFT
AND ASSOCIATES

EXECUTIVE SUMMARY

Compassion Canada, a leading international child development organization, is looking for a fundraising professional with exceptional leadership, people management, and interpersonal skills to join their team as Chief Development Officer (CDO).

The CDO is responsible for advancing the mission of Compassion by leading the Partner Relations Division through the Partnership Development, Programmatic and Philanthropic Engagement, Division Operations, and Supporter Services teams in developing and deepening relationships with individuals and institutions across their journey with Compassion, from awareness to engagement. Additionally, this role shares organizational leadership through participation in a highly collaborative Executive Leadership Team (ELT).

If you are a people-focused executive leader with expertise in fundraising and public relations, and passions and values that align with Compassion Canada, we would love to connect!

MINISTRY FOCUS

Compassion Canada is a Christian organization, committed to being child-focused, Christ-centered, and church driven. As such, each employee of Compassion Canada shall:

- Agree with Compassion Canada's core documents, including a Statement of Faith;
- Conduct themselves in a Christ-like manner at work and outside the workplace;
- Participate in regular Staff Gatherings which include spiritual practices like worship, Scripture reading, and prayer;
- Pray with staff or supporters when requested or deemed appropriate.

WHO WE ARE

As one of the world's leading child development organizations, Compassion partners with the local church in 27 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.

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.

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.

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.

KEY RESPONSIBILITIES

Executive Leadership Team (ELT)

- Work closely with the President and Chief Executive Officer (CEO) and other members of the ELT in leading all aspects of the work of Compassion Canada.
- Work with the ELT to develop, execute, assess, and improve the organizational strategic plan and annual operating plan.
- Provide proactive, timely, and transparent flow of data, information, and analysis of the Partner Relations Division to the CEO and ELT.
- Communicate organizational and ELT information to the Division in a clear, concise, and timely manner.
- Conduct research and advise the organization on competitive trends, threats, and opportunities related to your area of responsibility.

Partner Relations Divisional Leadership

- Lead the Division Operations Lead to fulfill their responsibility to ensure operational effectiveness and efficiency of the Partner Relations Division; ensure ongoing divisional awareness of and alignment with the ELT vision, guidance, directions, and goals; facilitate effective divisional engagement in broader organizational systems and processes.
- Lead the Director of Partnership Development to fulfill their responsibility to oversee regional relational development efforts across the country with the goal of developing dynamic church, donor, event, and other partnerships aligned around organizational strategy and acquisition targets.

- Lead the Director of Supporter Services to fulfill their responsibility to promote relationship development and support Compassion supporters through the Contact Centre.
- Lead the Director of Programmatic and Philanthropic Engagement to develop, deepen, and diversify strategic institutional and individual partnerships for large-scale outcomes serving children, families, and communities worldwide.
- Accountable for departmental compensation and non-compensation budget planning and actuals (direct reports are responsible).
- Ensure succession plans are in place for leaders and critical roles throughout the Division.
- Build and maintain a culture of ongoing coaching and feedback with direct reports.
- Prioritize proximity and availability to the broader team to maintain knowledge of individual and team needs.
- Plan and prioritize ongoing staff development and performance management.
- Plan and facilitate divisional leadership team meetings, departmental meetings, and leader-once-removed meetings.
- Throughout all aspects of this work, provide spiritual and professional development for all team members while fully living out the organizational values.

Domestic

- Ensure Compassion Canada remains compliant with legislative requirements related to functional areas.
- Develop relationships with other subject-matter-expert leaders to gain insight into opportunities, threats/challenges, and best practices.
- Network and leverage a circle of influence to advance awareness of and engagement in Compassion's ministry.
- Through writing and speaking, contribute to thought leadership in subject-matter-expertise (partnership development, fundraising, philanthropy, program).
- Look for opportunities to co-create and collaborate with like-minded organizations.

Global

- Work with global counterparts to grow relationships and organizational results.
- Integrate and align projects and processes with Compassion International to build efficiencies and effectiveness when possible.
- Participate in the Global Compassion Summit, Global Partner Alliance, and Global Functional meetings.
- Represent Compassion Canada on committees and projects as requested by the President and CEO.

KNOWLEDGE, SKILLS & ABILITIES

Executive Leadership

- Values the holistic wellbeing of themselves and others, and commits to living and leading in a way that cultivates health and holism.
- A spiritually mature individual with personal spiritual disciplines practiced to authentically pursue a deeper relationship with Jesus.
- A proven ability to build a relationship-focused and results-oriented environment where individuals flourish, and long-term organizational health and performance are optimized.
- High emotional health and emotional intelligence (EQ), cultural intelligence (CQ), and intellectual intelligence (IQ).
- Committed to excellence, integrity, dignity, stewardship, and discernment.
- Has a growth mindset, is forward-thinking, and is committed to building a learning organization.
- Exceptional leadership, people management, and interpersonal skills.
- Honed communication, conflict, and change management skills.
- Excellent planning, operational, and analytical skills.
- Passionate about building a Jesus-centered culture that is real, relational, and lives out the values of unity in diversity.
- Highly collaborative and people-focused, and is passionate about mentoring, coaching, and developing others.

- Kingdom-minded, mission-driven, neighbour-centered, data-informed, community-discerned, and bold in strategic direction setting.

- Authentically enjoys working hard and playing hard; placing a high value on having fun with those they work alongside and lead!

- As part of the ELT, this incumbent must sign a senior leadership covenant by which the board and ELT are held to. Given the Christian ministry aspect, ethos, and expectations by the CRA, Compassion staff, and supporters, this senior covenant will have a higher standard than the rest of the general staff.

Role Specific

- Thorough understanding of the not-for-profit sector and legislative environment.

- In-depth knowledge of international relief and development work.

- Expertise in fundraising, philanthropy, and government relations.

- Knowledge of church denominations and giving trends in Christian culture.

- Forward-thinking and innovative, with a learning mindset and drive to find new and creative ways to increase Compassion's reach and influence.

- Able to develop a high-performance culture with resilient teams while developing strong brand awareness in relationships across Canada.

Experience Required

- Seven to ten years of proven experience in a similar or related role, including fundraising, partner development, public relations, and people management.

- Church or ministry experience, an asset.

- International program knowledge, an asset.

Education

- CFRE designation, required.
- Degree in not-for-profit management, business, public relations, or a related field, required.
- Bible college or seminary degree, an asset.
- International Development degree, preferred.

Travel Requirements

- This is a remote or hybrid position, as part of Compassion Canada's Flexible Workplace Philosophy and Policy.
- Moderate to significant local, national, and international travel is expected.

Initiative Required

- Must be self-motivated, proactive, disciplined, and able to work with minimal supervision.
- Able to serve other departments; putting a strong emphasis on internal customer service.

SEARCH PROCESS
OUR SEARCH TEAM

mark@nelsonandkraft.com
778.982.4427

MARK KRAFT
LEADING THE SEARCH

Mark is a trusted and sought-after executive search leader, with over 20 years of combined experience in the public and private sectors. Bringing a deep level of care and commitment to his clients, Mark has successfully led over 100 executive talent searches across Canada, for roles ranging from CEO to CFO, to COO. With his breadth and depth of experience, Mark has become a respected advisor and go-to expert for non-profit, charity, and faith-based organizations looking to source top executive talent.

jeff@nelsonandkraft.com
647.409.2922

JEFF PITCHFORD
SUPPORTING THE SEARCH

Jeff is an accomplished Senior Executive, with over 25 years of leadership experience across the chemical manufacturing and food processing industries. He wears many hats including Business Consultant, Executive Coach, Board Member, Forum Chair and Birkman Certified Professional. Jeff specializes in leadership development and team-based business success. He is passionate about developing leaders and building high performance teams.

OUR SEARCH TEAM CONTINUED

sharon@nelsonandkraft.com
604.798.2626

SHARON CYMBALUK
SUPPORTING THE SEARCH

Sharon brings over twenty years administrative experience to the team. For over a decade she has worked closely with CEO's and leaders of national charities, providing administrative support to over 50 boards, and managing national annual conferences. Sharon has assisted in over 60 executive searches and is excited to come alongside organizations and assist them in building their team of leaders.

ryan@nelsonandkraft.com
416.278.9166

RYAN FERNANDES
SUPPORTING THE SEARCH

Ryan brings over 15 years of progressive financial, people and global leadership experience across a broad spectrum of Fortune 500, private equity and private businesses ranging from CPG, automotive, food and beverage, and supplements. Having been both a candidate and a hiring manager with several executive recruiters, Ryan has the perspective to help a client clearly articulate their needs and wants as well as identifying a candidate who will excel in the role.

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:

Location: Remote or Hybrid (London, ON)

Application Deadline: March 2, 2023

Interviews: March 6-9, 2023

Start Date: Spring 2023

HOW TO APPLY

Please forward a PDF of your resume and cover letter to info@nelsonandkraft.com.

Nelson/Kraft & Associates Inc. is an executive consulting firm that specializes in working with not-for-profits and for-profit businesses across Canada, assisting them in the placement of senior executives and directors.

Nelson/Kraft & Associates Inc. welcomes and encourages all interested applicants to apply for this position and is committed to the principles of diversity and inclusion in its hiring practices, and will only make distinctions among interested applicants in accordance with the applicable Human Rights legislation.

Nelson/Kraft & Associates Inc. also welcomes and encourages applications from candidates with disabilities. Accommodations are available on request for candidates taking part in the selection process. If you require disability-related accommodation during the recruitment process, please contact us.