



Opportunity Profile

PRESIDENT/CEO

THE GREAT COMMISSION FOUNDATION

NELSON/KRAFT
AND ASSOCIATES

EXECUTIVE SUMMARY

The Great Commission Foundation (GCF) is looking for a collaborative and relational entrepreneur to join their team as President/CEO.

GCF is a team of skilled administrative and accounting personnel dedicated to using their talents and expertise to enable people to follow God's calling to fulfill the Great Commission of Jesus Christ. GCF is registered with the Canada Revenue Agency to do charitable work, and has operations in Canada and the US that empower over 500 organizations that serve in over 100 countries around the globe. GCF works exclusively with Christian ministries and projects in a dynamic cooperative relationship. Ministries and projects engage in outreach activities and provide on-site personnel on the mission field, while GCF provides essential administrative and accounting expertise. GCF enables their Agents (customers) to focus on the ministry work to which God has called them. It is a team effort working towards common goals: the advancement of the Christian faith, the furtherance of education and the relief of poverty.

If you are a ministry-minded leader and team player gifted in business development, and are passionate about making new connections to further God's call on our lives, we would love to hear from you!



POSITION SUMMARY



The President/CEO of GCF loves ministry and is passionate about connecting with individuals, projects, charities and non-profits to build relationships to help fulfill the Great Commission of Jesus Christ. Grounded in a biblical worldview, the President/CEO champions the mission and vision of GCF while modeling the values of service, problem solving, collaboration, professionalism, diligence and efficiency. Reporting to the GCF Board, the President/CEO provides visionary leadership to the organization in the areas of strategy, mission growth, revenue development, financial management, team leadership and operational excellence.

The President/CEO is responsible for developing and directing the overall ministry of GCF and leading a high-performance team which currently includes a head office in Abbotsford, BC, and a US office in Colorado Springs, CO. A strategic priority of the President/CEO is to plan, establish and start up an Eastern Canada office in Ontario. The President/CEO is entrepreneurial and growth oriented, with an appreciation for the operational requirements to deliver exceptional, cost effective, sustainable and compliant services through building a strong team, best practice processes and a positive organizational culture.



OUR VISION

To fulfill the Great Commission through collaboration.

OUR MISSION

To simplify ministry and mission by providing donor, administrative and compliance expertise.

OUR VALUES

- Service
- Problem Solving
- Collaboration
- Professionalism
- Diligence
- Efficiency

KEY RESPONSIBILITIES

- Model a collaborative and authentic leadership style to all stakeholders engaged in GCF activities, demonstrating integrity and accountability both professionally and personally.
- Provide overall strategic leadership for the organization; facilitate the implementation of the strategic plan as approved by the GCF Board.
- Demonstrate a passion for the role and the mission of the GCF and for those it serves.
- Serve as the “face” of the organization, positively representing GCF to agents, churches, charities, individuals, government representatives, staff, volunteers and all stakeholders.
- Report regularly to the GCF Board on the organization's progress and overall health, including threats and opportunities that may affect or improve its ability to meet strategic and operational objectives.
- Ensure all legal, CRA and IRS compliance requirements of GCF as a charitable organization are met. Mitigate risks by ensuring required policies and practices are in place, communicated and applied.
- Develop and manage the organization's budget and finances and ensure GCF is consistently operating within its means.





- Ensure business development/sales and revenue generation processes are in place to support the sustainable growth of the annual revenue of the organization.
- Ensure excellent communication and cooperation is maintained between GCF offices in Canada and the United States.
- Encourage and facilitate the professional growth and development of all members of GCF staff and create a positive work culture.
- Actively build connections with organizations, individuals, projects, non-profits, charities and churches to identify potential Agents for GCF.
- Identify and engage fruitful networks, associations, organizations and conferences to further GCF's awareness and grow its profile, particularly in Eastern Canada.
- Foster and maintain a constructive and harmonious relationship with the GCF Board, senior leaders and staff based on mutual trust, respect, honesty and openness.
- Collaborate with the GCF Board and staff in establishing, starting up and managing an office in Ontario when the time is right.
- Recruit, hire, develop, and coach a high-performance team within a sustainable organizational structure that keeps up with the growth of the ministry and ensures the right values, talent, skills, experience and organizational capacity are in place.

CORE COMPETENCIES

- A collaborative and faith-based leadership style.
- Humble, authentic and professional.
- A passion for ministry and serving others.
- An entrepreneurial mindset and growth orientation.
- Networking and relationship building skillset.
- Decision-making abilities using data, sound judgment, reasoning and discretion.
- Emotional intelligence.
- Excellent verbal and written communication skills.
- Active listener who seeks to understand and resolve conflict.
- Customer focused and relational.
- Effective planning, organization and prioritization skills.
- Accountable and dependable.
- Critical thinking and problem-solving abilities.
- Financial management and budgeting skills.
- Strong computer skills including video conferencing, MS Office and CRMs.



QUALIFICATIONS

- A passion for and genuine interest in serving and advancing ministries and charities.
- 10+ years of senior leadership/management experience, leading a team of other leaders. Previous not-for-profit sector experience, preferred.
- University degree (master's degree, preferred) in a relevant field such as business, international development, health care, social work, education or ministry leadership.
- Demonstrated experience in business development, with measurable results. Highly motivated toward achievement and surpassing prior goals.
- Experience in business processes and/or business optimization, and experience in or exposure to the administrative and accounting functions of an organization.
- An understanding of the complexities and pain points of the back office in a charitable organization, preferred.
- Experience establishing or starting up an office in a new territory, an asset.
- Experience facilitating the development and implementation of a strategic plan.
- Agreement with the Statement of Faith and Code of Conduct of GCF, and aligned with the mission, vision and values of the organization.
- Able to travel between office locations and for relationship building, conferences and business development.
- Financial management and budgeting experience with a similarly sized organization.
- Experience reporting to and collaborating with an engaged board, preferred.
- A demonstrated ability to build trusted and cooperative relationships with internal and external stakeholders.
- Sociable with a sense of humour that cultivates a warm and fun team culture.

OUR SEARCH TEAM



jeff@nelsonandkraft.com
647.409.2922

JEFF PITCHFORD

LEADING 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.



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604.614.2665

SHAWN PLUMMER

SUPPORTING THE SEARCH

Shawn is a senior executive who, after 22 years in international relief and development, most recently served as President & CEO of Food for the Hungry Canada. With invaluable program and leadership experience, a history of managing large teams, as well serving as a board member himself, Shawn is well equipped to come alongside your organization to ensure you have the right leadership team in place to drive your future success.



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MARK KRAFT

SUPPORTING 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.

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: Abbotsford, BC or Southern ON is preferred.
A hybrid or remote work model is possible.

Application Deadline: September 8, 2023

Short List Interviews: September 2023

Hire Date: October 2023

HOW TO APPLY

**Please forward a PDF of your resume and cover letter to info@nelsonandkraft.com.
Include "GCF - President/CEO" in the subject line.**

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.