



# Opportunity Profile

EXECUTIVE DIRECTOR OF DEVELOPMENT  
POWER TO CHANGE

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NELSON/KRAFT  
AND ASSOCIATES

# EXECUTIVE SUMMARY

Power to Change (P2C) is seeking an Executive Director of Development who is passionate about and dedicated to accelerating evangelism in Canada and throughout the world. This position leads philanthropic strategies across the ministry that will shape the future and ethos of the organization.

Collaborative and entrepreneurial in your approach, you will lead an innovative development team and a network of relationship managers, to diversify and scale Power to Change's support base.

You are exceptional with people, thrive under pressure, and have a successful track record as a fundraising professional. You want to lead a development team into a new phase of Kingdom impact. If this describes you, we would love to connect with you!







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# WHO WE ARE

Our work began in 1967 as Campus Crusade for Christ on university campuses across Canada. Today, we have grown into a family made up of 10 ministries and 1 humanitarian partner. We reach diplomats, athletes, families, vulnerable populations and more with the life-changing news of Jesus.

We are dedicated to showing Jesus' love to people across Canada and around the world, proclaiming His name and introducing people to His forgiveness and grace. And we are seeing lives change every day.

In 2022, more than 37,000 people decided to follow Christ through Power to Change's ministries.

Power to Change's ministries include:

- Athletes in Action
- Christian Embassy
- Connecting Streams
- DRIME
- FamilyLife
- LeaderImpact
- P2C – Students
- The JESUS Film Church Planting Strategy
- Digital Strategies



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## OUR MISSION

To help people know Jesus and experience His power to change the world.

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## FUNDING

This position includes Ministry Partner Development (MPD). MPD is building a partnership team which provides financial and prayer support for the ministry. The financial support will cover the costs of the employee's salary and ministry expenses. Power to Change is committed to providing training and coaching to ensure success in MPD.



# KEY RESPONSIBILITIES

## As the Executive Director of Development, you will...

- Report to the President; provide strategic leadership and manage development efforts on an organization-wide basis.
- Develop, lead and expand an experienced team of relationship managers.
- Work with all ministry leaders to develop and implement strategies that will maximize financial support for the sustainable, long-term growth and Kingdom impact of P2C.
- Maintain high standards of biblical stewardship. Key to this role will be how you develop, disciple and care for lifelong relationships with key donors and partners of P2C.
- Provide strategic leadership in the areas of endowments and foundations, and strengthen diverse revenue streams.
- Play a key role in driving P2C's growth and impact by surfacing and cultivating major donor relationships on behalf of the organization and the President's Office.





## TEAM MANAGEMENT

The Development Team leads the centralized fundraising operations of Power to Change, which helps support each ministry. This is done through face-to-face relationship fundraising, foundation grants, donor stewardship and reporting. The current focus is maintaining relationships with existing major donors and acquiring new large donors. The Development Team manages relationships with donors who contribute to more than one Power to Change ministry, and Ministry Leaders manage relationships with donors who contribute to only one ministry. The Development Team and Ministry Leaders work together to ensure that an effective donor management system is built, adhered to and maintained.



# QUALIFICATIONS

- 10+ years of leadership experience in development, with an emphasis on major gift donations within a non-profit organization, or 5+ years of leading and managing an effective sales team.
- Held an executive-level position with experience in developing and presenting strategy and reports and giving direction to ministry leaders and/or sales teams, the public and/or a board of directors.
- Strong business acumen and expertise to lead the financial affairs of the Development Team to ensure the effective allocation of financial resources.
- Proven ability to network and build relationships that generate significant donor support and loyalty.
- Experience closing multiple corporate sponsorships, foundation grants and estate plans, with strong relationship management.
- Experience developing and executing a wide range of fundraising strategies and/or a proven track record of successfully developing and implementing revenue and sales strategies for organizations with multiple product lines and/or ministry offerings.
- An active member of a fundraising association or a certification/designation in fundraising (CFRE or equivalent), preferred.
- Proficient in Google Apps programs and CRM/donors databases/systems.
- You are able to annually sign off on Power to Change's Statement of Faith and Code of Conduct.

# ABOUT YOU

- You believe deeply in the ultimate Kingdom causes of Christ.
- You have a passion for Christian nonprofit leadership, its organizational effectiveness and the spiritual value it has on the lives of people. You thrive in the dynamic atmosphere of a multi-ministry organization.
- You are a collaborator who leads with vision and contagious enthusiasm to inspire others to work together.
- You can skillfully translate broad goals into achievable steps to set and manage appropriate expectations.
- You give attention to details while demonstrating flexibility and resourcefulness. You see the "big picture" as strategic and tactical, and stay on task to reach the goal.
- You value continuous innovation to move forward and are willing to take risks for the sake of the Kingdom. You are comfortable making rapid and informed decisions. You thrive under pressure and changing priorities.
- You possess excellent interpersonal skills, emotional intelligence, high integrity and the ability to maintain strict confidentiality. You are decisive yet thoughtful in gaining input from those whose perspective should be considered.
- You are a passionate communicator and public speaker.
- You are able to travel both nationally and internationally.
- You are self-aware regarding positive strengths and areas for improvement.
- You demonstrate and promote a healthy rhythm of family, rest, work, worship, prayer and play.
- You have a strong recommendation from peers, direct reports, supervisors and/or board leadership.



# OUR SEARCH TEAM



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## **SHAWN PLUMMER** LEADING 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. His career has led to deep relationships and respect within his broad network of non-profits and businesses globally and across 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 and details for this search:

**Location:** Abbotsford, BC

**Application Deadline:** open until a suitable candidate is found

**Start Date:** TBD

**Salary Range:** \$95,000 - \$120,000

## HOW TO APPLY

Apply online at [nelsonandkraft.com/jobs](https://nelsonandkraft.com/jobs) with your cover letter and resume. You must be eligible to work in Canada.

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.