



Opportunity Profile

CHIEF EXECUTIVE OFFICER
MCC BC

NELSON/KRAFT
AND ASSOCIATES

EXECUTIVE SUMMARY

Mennonite Central Committee BC (MCC BC) is searching for their next Chief Executive Officer (CEO)!

The CEO of MCC BC provides visionary, Christ-centred leadership for a provincial organization operating at the intersection of relief, development, and peacebuilding. As the senior executive, the CEO works closely with the MCC BC Board and Leadership Team to advance MCC's mission, strengthen its relationships with churches and donors, and ensure effective stewardship of people, resources, programs, properties, and partnerships.

MCC BC is a major provincial arm of MCC, with a \$22 million operating budget, 120+ staff, 3,000+ volunteers and donors, 9 thrift shops, and a significant donated asset portfolio managed through its subsidiary, HyLand, valued at approximately \$400 million.

If you are a relational, visionary, and entrepreneurial executive leader with a missional heart, and you align fully with the values and ministries of MCC, we would love to hear from you.





WHO WE ARE

Mennonite Central Committee (MCC) is a global, Christian faith-based organization committed to relief, development, and peacebuilding in over 45 countries. In British Columbia, MCC BC advances this mission by generating resources and delivering programs that meet pressing local needs—addressing poverty, homelessness, refugee resettlement, Indigenous reconciliation, social exclusion, and domestic violence.

MCC BC's Program Areas:

Welcoming Refugees – As newcomers arrive on our doorstep, they face incredible challenges. Through refugee sponsorship, MCC supports these families, giving them the tools they need to thrive as they rebuild their lives.

Ending Abuse, Healing Relationships – Our End Abuse program acknowledges the profound impact of abuse, leading to loss, fear, isolation, and despair. Through women's support groups, men's accountability groups, and public engagement, we work toward restoration and reducing cases of abuse in our communities.

Homelessness Prevention & Outreach – Through our Rent Bank, Circle of Friends, weekly meals, and partnerships with local services, we provide support and cultivate a community of inclusion, walking alongside our neighbours experiencing homelessness on a journey toward wholeness.

New Foundations (Victoria, BC) – Through workshops and one-on-one mentoring, the New Foundations program teaches newcomers financial literacy, life skills, and job search skills for successful integration into Canadian society.

Community Connections (Prince George, BC) – This program focuses on growing safe and strong communities, building healthy relationships among community partners and residents of low income apartments in Prince George. Program activities include community gardens, potlucks, cultural events, after-school clubs, and more.

Indigenous Neighbours – This program strives to build respectful relationships between Indigenous and non-Indigenous people, acknowledging past injustices. As Christians, we aim to respond meaningfully by walking alongside churches and local Indigenous communities.



KEY RESPONSIBILITIES

Strategic Leadership & Vision

- Lead the development and implementation of MCC BC's long-term vision, strategic plan, and annual priorities.
- Champion MCC's mission of relief, development, and peace, interpreting it effectively for churches, donors, partners, and the public.
- Foster an organizational culture grounded in Christian discipleship, service, humility, and collaboration.



Board Partnership & Governance

- Serve as the board's single point of accountability for all organizational activities.
- Provide strategic advice, clear reporting, and timely information to support effective governance and decision-making.
- Ensure compliance with bylaws, policies, regulatory requirements, and risk management frameworks.





Organizational Leadership & Team Development

- Lead, empower, and mentor the Leadership Team to ensure alignment, collaboration, and a healthy, high-performing culture.
- Ensure MCC BC operates efficiently, ethically, and in alignment with MCC values.

External Relations & Constituency Engagement

- Strengthen relationships with MCC's 140 supporting churches, pastors, and constituent conferences.
- Represent MCC BC publicly through speaking engagements, partnerships, donor events, and church connections.



Advancement & Resource Development

- Provide leadership for fundraising, donor cultivation, marketing, and constituency engagement strategies.
- Support major donor relations and participate in key events and campaigns.

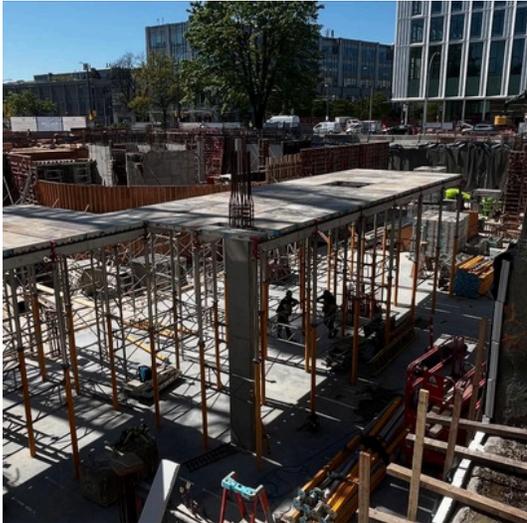


Program & Mission Impact

- Ensure MCC BC programs are impactful, well-evaluated, and responsive to community needs.
- Promote innovation, learning, and evidence-based decision-making across MCC BC.

Social Enterprise & Financial Stewardship

- Provide oversight and strategic direction for MCC BC's social enterprises, including the thrift network and other revenue-generating operations.
- Maintain an effective working relationship with HyLand and PeaceBridge (bridging research, practice, and public engagement to create leading edge solutions to poverty, conflict, and polarization) regarding governance, investment strategy, reporting, and mission alignment.



National & International MCC Collaboration

- Actively participate with visionary and strategic leadership while engaging in MCC Canada and North American leadership bodies.
- Help strengthen unity, clarity, and healthy working relationships across the MCC system.



QUALIFICATIONS

- Demonstrated Christian faith and commitment to MCC's mission and Anabaptist values.
- MA in Leadership or MBA, preferred.
- At least 5-7 years of senior leadership experience in the non-profit, public, or private sector. A combination of education and experience will be considered.
- Proven ability to lead complex organizations, develop people, and drive strategic growth.
- Strong communication, relationship-building, and public-speaking abilities.
- Experience in governance, financial oversight, fundraising, and organizational culture leadership.



KEY OPPORTUNITIES & CHALLENGES

- Leading effectively within a community that reflects varied cultural, theological, and generational backgrounds.
- Strengthening unity across diverse churches and constituencies.
- Expanding engagement with younger generations and broader communities.
- Growing fundraising capacity and organizational impact.
- Governing oversight of MCC BC's enterprises and partnerships (Hyland, PeaceBridge).
- Navigating complex inter-MCC relationships and shared governance.

OUR SEARCH TEAM



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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.



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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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MATT ROBBERSTAD
SUPPORTING THE SEARCH

Matt is an accomplished Talent Acquisition Manager with a strong background in the non-profit sector. With over a decade of leadership experience in recruitment and retention, he has a proven record of success. Matt has effectively managed end-to-end recruitment processes for a wide range of positions at Christian Horizons, a major faith-based developmental service organization in Canada. His extensive expertise in recruitment and selection enables him to identify the ideal candidates for various organizational roles.

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: March 10, 2026

Short List Interviews: April 2026

Start Date: TBD

Salary Range: \$140,000 - \$160,000

HOW TO APPLY

Apply online at 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.

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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.