



Opportunity Profile

SENIOR DIRECTOR OF PHILANTHROPY
FOOD FOR THE HUNGRY CANADA

NELSON/KRAFT
AND ASSOCIATES

EXECUTIVE SUMMARY

Food for the Hungry Canada is looking for a Senior Director of Philanthropy to set the strategic vision and give leadership to all fundraising activities of the organization.

The Senior Director of Philanthropy is responsible for providing leadership, vision, and strategy to the Philanthropy team. This position works in collaboration to design and implement strategies that cultivate relationships with existing and new donors with the goal of increasing and diversifying the FH revenue base while inviting people into the mutual transformation journey. The Senior Director of Philanthropy is accountable to oversee the team in the development, execution and achievement of a comprehensive fundraising strategy. The Senior Director of Philanthropy is an active participant in the Senior Leadership Team (SLT).

If you are a passionate fundraiser and excellent communicator with the ability to set and carry out a vision for Food for the Hungry Canada, we would love to connect.





WHO WE ARE

OUR PURPOSE

To end poverty one community at a time.

OUR PROMISE

To graduate communities out of poverty in ten years.

Food for the Hungry is a Christian non-profit organization dedicated to ending poverty - one community at a time. With partners like you, FH walks alongside the most vulnerable communities throughout the developing world as they strive toward sustainability. Recognizing that each community faces unique challenges as well as advantages, FH is committed to an integrated, holistic approach to development including priorities such as agriculture, education, health, and gender equality.

WE'RE DIFFERENT BECAUSE...

- We address the root issues of poverty. Sometimes people get stuck. A community can't progress until its people understand what is holding them back. Everyone has God-given value and potential so we begin with changing how they see themselves and the world around them.
- This is community owned development. At the core of our activities is our belief in "walking with" rather than "doing for." Community leaders are intentionally involved in the creation of grass roots solutions to poverty.

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- We see the big picture. We don't do just one thing. Ending poverty is complicated and it takes more than food or clean water for a community to thrive.
 - We hire locally. Over 98% of the 3,000 FH staff members are citizens of the countries where they work. They're from there; they get it.
 - We leave. After about a decade, a community graduates and we transition from coaches to the sidelines. Since 1994, Canadians have helped 63 communities move from being stuck to self-sustaining. These communities are then in turn reaching out to their neighbours.

OUR VALUES

- God is our foundation. We are motivated by Christ's love to walk with the most vulnerable around the world until they thrive. The Church plays a central role in many of the communities we work alongside and faith is an important part of a sustainable future.
- Relationships first. We recognize that people are at the end of every decision and make that responsibility our priority.
- Commitment to Service. Helping others is part of our DNA. We apply that philosophy as we walk with communities around the world, our co-workers, and amazing donors like you!
- Invest wisely, focusing on results. We strive to make wise, long-term decisions with your generous donations to meet our goal of graduating communities out of poverty in ten years.

KEY RESPONSIBILITIES

- Leads the team in setting the strategic vision and leadership for all primary donor segment fundraising activities. Emphasizing the implementation of innovative and creative ideas for securing revenue streams.
- Participates as a Senior Leader in the organization, collaborating with the Senior Leadership Team in setting and implementing goals, strategy, and budget.
- Achieves fully-integrated cross-departmental planning and collaboration to achieve the Philanthropy department's goals and objectives aligned to the organization's annual strategic plan.
- Collaborates with the Sr. Director of Public Engagement and Sr. Director of Marketing & Communications to raise the FH profile and strengthen its reputation among donors, constituents, volunteers, organizational partners, and other key stakeholders.
- Develops external relationships with key stakeholders and other industry leaders.
- Collaborates on all levels of the donor journey. Is responsible for Mid-level, Major, and High Net Worth donors, and Foundations and Impact Partners (Business and Church).
- Maintains and manages a personal caseload of major donors and strategic relationships.



- Sets the department's annual fundraising targets and works with each team member to develop their own regional development plan(s) for the fiscal year.
- Leads donor trips, encouraging supporters to grow in their transformative journey.
- Evaluates and monitors fundraising progress, moves management stewardship and provides monthly analytic reports including progress to annual goals and on-going forecasting. Refines processes, trends and issues in support of fundraising success.
- Builds a culture of continuous improvement by using data to drive decisions and make course corrections when necessary.
- Works closely with the Board to inspire greater participation in advancement efforts while capitalizing on board members' resources, talents and networks.
- Motivates, coaches, and develops a healthy culture and team to ensure the best results. Strategically ensures that FH provides a work environment conducive to achievement and growth. Conducts quarterly Coach and Connects with each staff member.
- Completes the Philanthropy department's annual strategic plan and annual budget process.



KEY RESULTS

- Ensures departmental expense compliance and income generation targets are met or exceeded.
- Executes on an organization wide go-to-market integrated plan; supported by all departments.
- Strong internal and external relationships are built and maintained.

SKILLS & QUALIFICATIONS

- Understanding of and demonstrated commitment to upholding FH Core Values.
- A Bachelor's Degree and 7+ years of experience in non-profit fundraising.
- AFP and/or CFRE qualification is preferred.
- Significant knowledge of the Canadian philanthropic sector.
- A proven track record of crafting strategies and successfully raising support.
- Experience in CRM analytics and management; moves management processes and forecasting.
- Excellent communication skills: speaking, writing, and listening.
- Creative, entrepreneurial, and innovative approach to work.
- Strong staff leadership, management, and administrative skills.
- Ability to plan, set goals, monitor progress and evaluate results.
- Ability to work collaboratively as part of a team in a flexible, dynamic environment.
- Willing and able to travel domestically to Canadian stakeholders, and travel internationally to FH partner communities. A valid passport is required.

OUR SEARCH TEAM



MARK KRAFT
LEADING THE SEARCH

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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 PITCHFORD
SUPPORTING THE SEARCH

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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.



KEITH KNIGHT
SUPPORTING THE SEARCH

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Keith has a long career in leadership development, communications and marketing. Over the past decade he served as Executive Director of the Canadian Christian Business Federation, a national network of Christian business and professional leaders. He inherited a small group of business leaders consisting of seven chapters in southern Ontario and grew the organization into a national network of 70 chapters with a database of 6,500 business and professional leaders, including about 80 Christian non-profits. He thrives on relationship-building, discovering organizational and individual needs.

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: Hybrid or Remote (preference for proximity to Abbotsford, BC)

Application Deadline: August 17, 2022

Short List Interviews: Late August

Start Date: Fall 2022

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.

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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.