



Opportunity Profile

CHIEF EXECUTIVE OFFICER
MENNONITE BENEVOLENT SOCIETY

NELSON/KRAFT
AND ASSOCIATES

EXECUTIVE SUMMARY

The Mennonite Benevolent Society (MBS), operating as Menno Place, is seeking a Chief Executive Officer (CEO) to oversee their Campus of Care located in Abbotsford, BC.

MBS is seeking an experienced CEO who will provide overall leadership, direction and administration to MBS operations and empower the 875+ staff to provide faith-based care and excellence in service. The CEO will report to the Board of Directors and ensure that the facilities, programs and resources are organized appropriately, meet stewardship goals, look to continuous improvements and maintain the required accreditation standards.

If you are an inspiring senior executive with financial acumen, experience with labour management and a passion for serving the elderly, we would love to hear from you.





WHO WE ARE

Motivated by faith and concern for the elderly, the Mennonite Benevolent Society was formed in 1953 to provide housing and long-term care for seniors. Today we have 6 buildings on our beautiful 11.5 acre campus in the heart of the Fraser Valley. Menno Place offers a full range of housing and long-term care options for seniors from independent supportive living, to assisted living and complex care, and currently over 700 residents call Menno Place their home.

The values we embrace and live out at Menno Place revolve around a commitment to service: stewardship, excellence, respect, sanctity of life, innovation, compassion and encouragement.

See more about our campus on our [website](#).



OUR LENS

Seeing the issues of aging through a Christian perspective which includes respecting the sanctity of life.

OUR MISSION

We will be the innovative leader in senior living that empowers older adults to live well.

OUR VISION

To reflect God's love by providing facilities and services that express our commitment to excellent care and enable residents to live with hope and dignity.

OUR VALUES

STEWARDSHIP

We are trustworthy managers of our resources for the benefit of our residents, families and staff, and the long-term sustainability of our operations.

EXCELLENCE

We apply ourselves to learning and continually improving to the highest standards, demonstrating integrity as we apply professional ethics and Christian values in service to our community.

RESPECT

We honour and dignify all who live, work or visit our community through resident and family centred care.

VALUE SANCTITY OF LIFE

We demonstrate our commitment to the sanctity of life through exceptional, holistic palliative care until natural death.

INNOVATION

We open ourselves to creative ideas through colleagues, partners and God's leading.

COMPASSION

We extend God's care through kindness, empathy and graciousness.

ENCOURAGEMENT

We devote ourselves to instructing, supporting and building up one another by recognizing and celebrating excellence, effort and success.

KEY RESPONSIBILITIES

Under the general direction of the Mennonite Benevolent Society (MBS) Board, in alignment with the Vision, Mission and Values of the organization, and in accordance with the Strategic Framework, the Chief Executive Officer (CEO) will:

- Provide overall leadership, direction and administration to MBS operations including all components of the Menno Place – Menno Home and Hospital (complex residential care), and The Apartments (assisted living and supportive housing) – Pavilion, Terrace West, Terrace East and Primrose Gardens.
- Assist the Board in its governance role through the preparation of draft policies, advice on procedural issues (rules of order), arrangements for Board of Directors' education and the provision of relevant reports.
- Represent and convey the spiritual and cultural values of MBS and its Board of Directors to the leaders, staff and residents of Menno Place, as well as to external agencies, associations and the public.
- In collaboration with the Board and Executive Team, develop, update and implement a board approved Strategic Framework, aligning organizational and operational priorities with the plan to achieve its goals within approved timelines.
- Ensure a safe working environment for staff and a safe living environment for residents.



- Develop, update and implement a board approved organizational structure for Menno Place.
- Ensure that appropriate operating policies and procedures are in place to achieve effective quality improvement and risk management programs, as well as optimal resource utilization throughout Menno Place.
- Direct the preparation of annual operating budgets, capital budgets, and long-range financial strategies that comply with board expectations and generally accepted accounting principles, and that achieve the objectives of the organization.
- Lead long range planning initiatives and provide executive leadership to capital projects, as required.
- Ensure that the organization is in compliance with all legal requirements arising from the MBS Constitution & Bylaws, legislation, regulations, municipal bylaws, contracts and agreements, and applicable government/health authority/licensing policies.
- Establish and maintain effective communication and relationships with MBS members, churches, health authorities, community and government agencies, other healthcare organizations, the media and the general public.



SPECIFIC DUTIES, FUNCTIONS AND ACTIVITIES

- Conduct regular Executive Team and Leadership Team meetings to address Menno Place priorities in relation to the Strategic Framework, ensure effective operation of Menno Home, Hospital and The Apartments, set the direction in dealing with site-wide issues and plan for upcoming opportunities, challenges and projects.

- Ensure that current Executive Team and Leadership Team member job descriptions and appropriate organizational structures are in place for Menno Home, Hospital and The Apartments.
- Develop and maintain sound organizational plans and business practices including delegation of responsibility, accountability and authority for assigned functions to Executive Team members.
- Evaluate the performance of the Executive Team and other direct reports.
- Lead the development process of annual budgets and financial strategies to ensure solvency and adequate resources for the delivery of resident care and support services in the most efficient manner without compromising quality of care.
- In collaboration with the Executive Team, ensure effective planning and development of resident care programs and services, ongoing staff education, adoption of best practices to achieve best quality for least cost and harmonization of policies and procedures across Menno Place.
- Promote a work-life culture that fosters harmonious working relations at executive, leadership and staff levels.
- Maintain and support effective working relationships with medical coordinators and staff.
- Ensure that all contractual, compensation and employee programs are aligned to effectively attract and retain competent persons to deliver high quality care and support services.



- Participate in board meetings and relevant board committees, providing reports on short, medium and long-range plans, ongoing operations, financial status and projections, provincial and regional developments in health care and any other issues relevant to the Board's governance role.
- Interpret and implement policies and decisions approved by the Board.
- In collaboration with the Executive Team, committees and policies, ensure the ongoing development of continuous quality improvement (CQI) initiatives and risk management practices consistent with the standards of Accreditation Canada.
- Consult with legal counsel, the Executive Team and other resources to ensure compliance with all applicable legal requirements pertaining to the Society and Board, the operations and business dealings of the organization, MBS property and the residents and staff at Menno Place.
- Develop and maintain effective public relations initiatives, ensuring that the interests of MBS are advanced at association, community, health authority and political levels, and that appropriate communications are maintained with MBS members, churches, conferences, schools and colleges, and the media.
- Perform other related duties.



QUALIFICATIONS

EDUCATION, TRAINING AND EXPERIENCE

- Graduation from a Master's level program in Business/Finance, Leadership and/or Health Care Administration.
- Membership in the Canadian College of Health Leaders, preferred.
- Minimum of 10 years' recent related experience in a senior executive position, preferably in health care, or the equivalent combination of education and business administration experience.
- This is a unionized environment where the CEO must be familiar with BC Hospital Employee Union contracts and the negotiation process.
- Experience in not-for-profit organizations is an asset.

SKILLS AND ABILITIES

- Must demonstrate effective leadership, planning and organizational skills.
- Must demonstrate effective written and oral communication skills.
- Must have the ability to develop and maintain effective interpersonal working relationships with external contacts and the MBS Board, and foster the same at all levels in a complex organizational and operational environment.

QUALIFICATIONS CONTINUED

- Must be skilled in the use of computers and any other technology required to carry out the duties and functions of the position.
- Must be a collaborative communicator who can bridge a variety of different people both internal and external to MBS, and communicate with them appropriately.
- Must be comfortable communicating with large groups and leading various events.
- Must be approachable, a good listener and enjoy being with people.
- Must be hopeful, empathetic and caring.

VALUES

The CEO must model personal beliefs and values in harmony with the spiritual beliefs and values of the Mennonite Benevolent Society and its Board of Directors.

For more information, visit our [website](#).

OUR SEARCH TEAM



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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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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.



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LARRY NELSON SUPPORTING THE SEARCH

Larry is a Chartered Professional Accountant and former CEO of the Baptist Housing Society in BC. He has served on many charity boards nationally and provincially including the board of the Canadian Council of Christian Charities. He has placed over 80 senior executives and worked with more than 50 not-for-profit organizations across Canada. He is passionate about lending his professional expertise to not-for-profit organizations.

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

Application Deadline: November 16, 2022

Short List Interviews: December 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.

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.