



Opportunity Profile

PRESIDENT & CEO
FOOD FOR THE HUNGRY CANADA

NELSON/KRAFT
AND ASSOCIATES

EXECUTIVE SUMMARY

Food for the Hungry Canada (FH Canada) is looking for a humble and empowering President & CEO who is skilled at developing leaders, building high-functioning teams, and providing strategic leadership to the organization.

The President & CEO is passionate about ending poverty through global community development activities including education, health, livelihoods, and leadership development. Grounded in a biblical worldview, the President & CEO champions the mission and vision of FH Canada while modeling the values of God as our foundation, relationships first, commitment to service, investing wisely, and focusing on results. Reporting to the FH Canada Board, the President & CEO provides visionary leadership to the organization in the areas of strategy, mission growth, revenue development, team leadership, and operational excellence. The President & CEO is responsible for developing and directing the overall ministry of FH Canada and leading a Senior Leadership Team (SLT) of gifted leaders.

If you are a highly relational executive with strong communication skills, business acumen, and values and a passion that aligns with FH Canada, we would love to connect with you.





WHO WE ARE

OUR PURPOSE

To end poverty one community at a time.

OUR PROMISE

To graduate communities out of poverty in ten years.

FH Canada is a Christian non-profit organization dedicated to ending poverty – one community at a time. FH Canada 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 Canada 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 grassroots 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 our 3,000 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 being on 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 that we work alongside of, 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.
- Invest wisely, focusing on results. We strive to make wise, long-term decisions with our generous donations to meet our goal of graduating communities out of poverty in ten years.

KEY RESPONSIBILITIES

Primary Duties

- Model servant leadership to all engaged in FH Canada 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 Board of Directors.
- Demonstrate passion for the role and compassion for those FH Canada serves.
- Report regularly to the Board of Directors on the organization's overall health, including threats and opportunities that may affect or improve its ability to meet strategic and operational objectives.
- Ensure all legal requirements of FH Canada 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 ensure FH Canada is consistently operating within its means.



- Ensure fundraising processes are in place alongside other revenue generating mechanisms. Maintain and grow the annual revenue of the organization.
- Ensure that excellent communication and cooperation is maintained between FH Canada and FH Association.
- Serve as the "face" of the organization; positively representing FH Canada to donors, government agencies, staff, volunteers, and all stakeholders.
- Build a strong leadership team.
- Encourage and facilitate the professional growth and development of all members of FH Canada staff, and create a positive work culture.

Strategic Priorities

- Support the newly formed SLT in the execution of the new 3-year strategic plan.
- Support the Board of Directors in their support of upholding the vision, mission, and values of the organization.
- Support staff wellbeing, including spiritual and leadership development through healthy rhythms. Ensure the team remains focused on and aligned with the core values.



- Support our International Programs (IP) Team who are prioritizing the acquisition of a Global Affairs Canada grant in order to increase program impact in one or more of FH Canada partner countries.
- Support FH Canada's alignment with FH Association's reimagination journey and process.
- Support FH Canada's commitment to pursuing transformational relationships and empowering a diverse and inclusive organization.
- Support sponsorship acquisition, revenue diversification, and sector and partner collaboration to increase FH Canada's national profile, influence, and reach.

Key Objectives

- Achieve or exceed financial targets.
- Increase national brand awareness.
- Empower a diverse and inclusive organization.
- Deepen global partner integration and relationships.
- Improve outcomes in partner communities, and increase team integration and harmony.



QUALIFICATIONS

- Master's degree in a relevant field such as business, international development, health care, social work, education, theology or other, preferred.
- Minimum of 10 years' senior leadership experience – leading a team of other leaders.
- Aligned with the values of FH Canada and in agreement with the Statement of Faith.
- Experience with or exposure to international development as an employee or volunteer.
- An understanding of international business or not-for-profit sector key drivers of performance.
- Financial management and budgeting experience with a similarly sized organization.
- A faith-based leadership style that is collaborative, humble, and empowering.
- Strong business management skills including sales, networking, diplomacy, and negotiating.
- Experience reporting to and collaborating with an engaged Board of Directors.
- A confident and articulate written and oral communicator who is gifted at public speaking.
- Exceptional interpersonal and collaboration skills, and possess a positive work attitude.
- Results oriented and highly motivated toward achievement and surpassing prior goals.
- Able to make difficult decisions using data, sound judgment, reasoning, and discretion.

QUALIFICATIONS CONTINUED

- Previous fundraising experience is preferred.
- Able to relate to and empathize with those FH Canada serves.
- Able to maintain a caring and compassionate approach to staff and stakeholders.
- Able and willing to travel internationally several weeks each year.
- 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.



mark@nelsonandkraft.com
778.982.4427

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.



sharon@nelsonandkraft.com
604.798.2626

SHARON CYMBALUK SUPPORTING THE SEARCH

Sharon brings over twenty years administrative experience to the team. For over a decade she has worked closely with CEO's and leaders of national charities, providing administrative support to over 50 boards, and managing national annual conferences. Sharon has assisted in over 60 executive searches and is excited to come alongside organizations and assist them in building their team of leaders.

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 (preferred, but open to remote)

Application Deadline: January 27, 2023

Short List Interviews: February 2023

Start Date: March 2023

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.