



Opportunity Profile

DIRECTOR OF PHILANTHROPIC
ENGAGEMENT

NELSON/KRAFT
AND ASSOCIATES

EXECUTIVE SUMMARY

Compassion Canada is searching for an exceptional fundraising executive with planning, analytical, and interpersonal skills to join their team as Director of Philanthropic Engagement.

The Director of Philanthropic Engagement is accountable for all partnership engagements with individual donors, to advance Compassion Canada's international philanthropic objectives. The successful candidate will develop, deepen, and diversify strategic individual partnerships for largescale outcomes serving children, families, and communities around the world.

This role will spearhead strategic initiatives to engage donors, partners, and supporters in Compassion Canada's mission, while leveraging exceptional communication skills to craft compelling narratives that resonate with supporters' values and inspire them to act. Whether it's developing innovative fundraising strategies, cultivating relationships with major donors, or forging partnerships with foundations, this role plays a key role in driving the organization's growth and impact.

As a member of the Partner Relations Leadership Team, this role reports directly to the Chief Programs & Partnerships Officer alongside a team of directors collectively tasked with leadership and oversight of the departments.

If you are a relational leader and fundraiser with a proven track record of soliciting and securing major donor funding (six and seven figure gifts), and you align with the mission and values of Compassion Canada, we would love to connect with you!





MINISTRY FOCUS

Compassion Canada is a Christian organization, committed to being child-focused, Christ-centered, and church driven. As such, each employee of Compassion Canada shall:

- Agree with Compassion Canada's core documents, including a Statement of Faith;
- Conduct themselves in a Christ-like manner at work and outside the workplace;
- Participate in regular staff gatherings which include spiritual practices like worship, Scripture reading, and prayer;
- Pray with staff or supporters when requested or deemed appropriate.



WHO WE ARE

As one of the world's leading child development organizations, Compassion partners with the local church in 29 countries to end poverty in the lives of children and their families. Today, two million children are discovering lives full of promise and purpose as they develop in all the different aspects of their lives—their minds, bodies, and relationships.

HOW DOES COMPASSION WORK?

If you could sum up our ministry in a phrase, it would be "holistic child development." This might sound a bit dull, but this concept is key to Compassion's ministry. It means we don't simply respond to poverty by handing out food or Bibles. Instead, we seek to develop children in all the different aspects of their lives.

HOW DOES HOLISTIC CHILD DEVELOPMENT WORK?

Through Compassion's programs in partnership with local churches, children are ministered to in every aspect of their lives, receiving:

- Age-appropriate Christian teaching and discipleship at a local church;
- Formal and non-formal educational opportunities;
- Health care, hygiene training, and supplementary food;
- Personal attention, guidance, and love.

WHY FOCUS ON THE CHILDREN?

For a long time, the focus of helping others has been giving people things. But what Compassion has learned over the years is that things won't change communities—people will.

Real and lasting change happens when children are developed to become the adults who will create change in their community. In Compassion's program, children learn they are loved, they begin to develop hope for their future, and they realize that God wants to use them to help others. And these children grow up to be givers and community leaders.

WHY PARTNER WITH LOCAL CHURCHES?

Compassion works exclusively with local churches because they can best understand and respond to the challenges in their communities. They are known and trusted by their neighbours and are able to reach those in the greatest need.

KEY RESPONSIBILITIES

STRATEGIC

- In collaboration with the Partner Relations Leadership Team, establish strategies and relationship roadmaps to achieve key performance targets for the portfolio.
- Develop actionable strategies for meeting and exceeding revenue goals through gifts, donations, and new revenue streams.
- Must have an understanding of the donor cultivation cycle and the critical role of prospect research at each stage.
- Lead/conduct research to identify potential partners and funding sources, while developing a form of “moves management” methodology to deepen engagement and investment over time.
- Stay up-to-date on philanthropic donor trends, legal regulations, industry standards, and Compassion's programmatic activity and effectively apprise the organization's leadership of the same.
- Coordinate logistical and project management oversight for initiatives and resources within the scope of this role.





CROSS FUNCTIONAL

- In collaboration with the Chief Programs & Partnerships Officer and Partner Relations Directors, prepare annual plans, revenue forecasts, and budgets.
- In collaboration with organizational leaders, track monthly fundraising, highlight anticipated deviations, and adapt tactics to respond to anticipated shortfalls.
- Liaise with Compassion International colleagues with related efforts to exchange best practices.
- Manage and submit reports for personal expenses, timesheets, and domestic travel.
- Actively participate in weekly staff gatherings and prayer meetings.

LEADERSHIP & MANAGEMENT

- Lead the Philanthropic Engagement Team, providing coaching and mentorship for optimal performance, accountability, and success.
- Track assignments and staff activities within the Philanthropic Engagement Team.
- Build, nurture, and manage a portfolio of strategic high-net-worth individuals and business partners to grow relationships and revenue, and to lead by example, in coordination with the Church Engagement & Experiences Team.
- Ensure that corporate customer relationship management databases are regularly updated with all relational activities completed and expected upcoming.
- In collaboration with the People & Culture Team, invest in the personal and professional development of Philanthropic Engagement team members.



KNOWLEDGE, SKILLS & ABILITIES

You are an ideal candidate if you:

- Model honesty, integrity, confidentiality, and leadership discretion.
- Possess exceptional planning abilities, and organizational, analytical, and interpersonal skills.
- Thrive as a team player, demonstrate the ability to coach, and are open to being coached.
- Possess honed communication skills with the proven ability to inspire donors (current and potential) to join the cause while demonstrating shared purpose and mutual trust.
- Have a keen understanding of the non-profit sector and Canada Revenue Agency fundraising rules and guidelines.
- Are forward-thinking with the proven ability of envisioning and implementing innovative strategies, identifying opportunities, and developing comprehensive fundraising plans that align with the organization's goals and objectives.
- Exhibit the ability to inspire and empower the team, donors, and supporters by effectively communicating the organization's vision, values, and impact; fostering a sense of purpose and commitment among stakeholders.
- Are skilled at collaborating successfully with internal teams and external partners to leverage collective strengths and resources in support of fundraising initiatives.
- Have a proven track record of soliciting and securing six and seven figure donations from individual donors, corporations, grants, and/or the like.

KNOWLEDGE, SKILLS & ABILITIES CONT.

- Have working knowledge of giving and donor trends within Canada, and an eagerness to find new and creative ways to expand Compassion's donor base.
- Demonstrate the ability to handle multiple projects and successfully prioritize activities.
- Have significant experience developing and leading a similar department, utilizing a range of donation efforts, campaigns, and methods.
- Demonstrate proficiency in Microsoft Office software (Office365), and have experience with customer relationship management and database/reporting software.
- Are willing and capable to travel frequently nationally, and internationally, on occasion.
- Are fluent in English language.

EDUCATION & EXPERIENCE

- Post-secondary education and/or professional designation in fundraising or other related field, or equivalent professional experience. CFRE certification is strongly preferred.
- 7+ years of proven experience leading a philanthropy team with experience in securing six and seven figure gifts, and annual team fundraising targets of \$10 million+.
- Existing relationships and a positive reputation in the not-for-profit fundraising sector is a strong asset.
- Continuous learning credentials in area of expertise is an asset.
- French language fluency is an asset.



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.



SHAWN PLUMMER
SUPPORTING THE SEARCH

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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.



ALEXA KROEKER
SUPPORTING THE SEARCH

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Alexa has over three years of administrative experience in the charity sector. She has a Bachelor of Arts in International Studies from Trinity Western University. Her interests include writing and communications, and finding ways to improve processes and increase efficiency. She is excited to grow her skillset in marketing and social media engagement with Nelson/Kraft & Associates.

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: Remote in Canada

Application Deadline: open until a suitable candidate is found

Start Date: TBD

Salary Range: \$105,000 - \$115,000

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.

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.