



BAPTIST HOUSING
SENIORS LIVING



Opportunity Profile

CHIEF FINANCIAL OFFICER
BAPTIST HOUSING

NELSON/KRAFT
AND ASSOCIATES

EXECUTIVE SUMMARY

Baptist Housing is searching for an experienced finance and operations leader with a ministry heart and mindset to join their team as Chief Financial Officer (CFO).

The CFO is a strategic leader who plays a critical role in advancing the organization's mission and key priorities. Reporting directly to the Chief Executive Officer (CEO) and serving as a key member of the senior leadership team, the CFO provides visionary financial leadership to support sustainable growth and operational excellence. The CFO oversees all aspects of financial management, including strategic planning, financial reporting, capital financing, risk management, treasury oversight, and financial stewardship of major growth initiatives. The CFO leads and collaborates with internal ministry partners, providing data-driven insights and practical recommendations to deliver strong organizational outcomes.

This role offers an exceptional opportunity for a seasoned financial leader with a heart for serving people to make a meaningful impact in a growing Christian organization, dedicated to people-centric care and excellence.

If you are an innovative CPA and strategic thinker with an entrepreneurial spirit, and you align with the values and convictions of Baptist Housing, we would love to connect with you!





OUR STORY

Baptist Housing is a leading senior living and care provider in British Columbia serving 2,750 residents and employing 2,500 team members. With a strong commitment to compassionate, resident-centered care for over 60 years, we are recognized for our dedication to quality services for seniors and our alignment with Christian values. Currently operating with a \$200+ million annual budget, we are embarking on an ambitious expansion plan, with over \$700 million in capital projects scheduled over the next seven years.

Baptist Housing has 21 senior living communities.

With communities in Vancouver, Victoria, Kelowna, Maple Ridge, Abbotsford, White Rock, West Vancouver, Salmon Arm, and Armstrong, we offer affordable housing, independent living, assisted living, and long-term care.

We believe our Christian heritage and faith helps us compassionately meet the needs of those living in our communities.

Our Chaplains are an integral part of community life and are available to care for the spiritual needs of our residents and their family members.



OUR MISSION

Compelled by the values of Jesus Christ, we provide exceptional holistic care as we assist seniors to experience life well in supportive communities.

OUR VISION

- Build a strong and engaged team
- Assist our residents to thrive
- Build internal ministry health and capacity
- Embrace future ministry opportunities

OUR VALUES

- Compassion
- Honesty
- Respect
- Innovation
- Stewardship
- Teamwork
- Fun

KEY RESPONSIBILITIES

Financial Strategy & Leadership

- Develop and implement financial strategies to support the organization's mission, goals, and expansion plans.
- Provide financial analysis, forecasting, and reporting to the CEO, Baptist Housing Board of Directors, and other stakeholders.
- Serve as a strategic advisor on financial matters, identifying risks and opportunities.



Operational Financial Management

- Oversee budgeting, accounting, treasury, and financial reporting functions to ensure accuracy, compliance, and timeliness.
- Monitor financial performance and identify opportunities for cost reduction, revenue enhancement, and system improvements.
- Lead efforts to optimize cost structures while maintaining high-quality care.





Revenue Cycle Funding Management

- Manage funding streams, including government subsidies and resident fees.
- Ensure efficient and accurate billing processes for care and housing services, including government reimbursement.
- Optimize revenue cycle management to support operational and capital needs.



Capital Project Financing & Oversight

- Develop financing strategies for \$700+ million in planned capital projects, including identifying funding sources and structuring debt.
- Ensure effective financial management and accountability for capital project expenditures.
- Collaborate with project teams to offer financial strategies which support achievement of ministry goals.



Team Leadership & Development

- Foster and model a culture of collaboration, integrity, and excellence.
- Lead and mentor the finance and accounting teams to ensure high performance and professional growth.
- Develop the finance team's digital capabilities through transformation initiatives.

Stakeholder Engagement

- Collaborate with lenders and other financial partners to secure funding and build strong relationships.
- Communicate financial performance and strategic priorities to internal and external audiences.



Compliance & Risk Management

- Ensure adherence to financial regulations, accounting standards, and organizational policies.
- Oversee risk management practices to safeguard assets and ensure the organization's long-term sustainability.



QUALIFICATIONS

- A strong commitment to the mission and values of a Christian organization, including adherence to Baptist Housing's Statement of Faith.
- CPA designation.
- MBA or an advanced degree in finance, accounting, or a related field.
- Minimum 10 years of senior financial leadership experience.
- Proven track record in financial management of large budgets, complex capital projects, and leading large teams.
- Expertise in strategic financial planning and analysis.
- Exceptional leadership and communication skills, with the ability to inspire confidence and build relationships at all levels.
- Experience working with non-profit organizations, an asset.

KEY COMPETENCIES

- **People leadership:** Collaborative leader with a strong capacity to lead and develop teams.
- **Transformational Change:** Proven experience driving transformation and managing change.
- **Strategic Vision:** Able to align financial strategies with organizational goals.
- **Financial Acumen:** Deep understanding of financial systems, reporting, and compliance.
- **Adaptable & Resilient:** Comfortable in a fast-paced, dynamic environment. Results-oriented and decisive.
- **Collaboration:** Skilled at building partnerships and fostering teamwork in a highly relational environment.
- **Integrity:** Upholds the highest standards of ethics and accountability.



OUR SEARCH TEAM



mark@nelsonandkraft.com
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.



jeff@nelsonandkraft.com
647.409.2922

JEFF PITCHFORD SUPPORTING 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.



matt@nelsonandkraft.com
613.355.1412

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. Additionally, Matt is well-versed in employee relations, engagement, and human resources, making him a valuable consultant. Through a ministry-minded focus, and commitment to responsiveness, he aims to serve his stakeholders with excellence as an Associate.



alexa@nelsonandkraft.com
604.226.8846

ALEXA KROEKER
SUPPORTING THE SEARCH

With extensive experience in executive and board assistance, Alexa combines her recruitment expertise with a keen understanding of organizational needs to build high-performing teams. She's adept at crafting compelling job descriptions and leveraging targeted advertising strategies to attract the best candidates for your organization. From the initial kickoff meeting, Alexa listens attentively to understand the nuances of your ideal candidate, ensuring a tailored and effective recruitment approach. Committed to excellence, Alexa is your go-to partner for successful talent acquisition, driving your organization towards greater success.

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: Surrey, BC

Application Deadline: March 5, 2025

Short List Interviews: April 2025

Start Date: TBD

Hiring Range: \$210,000 - \$260,000

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.