



Opportunity Profile

CHIEF FINANCIAL OFFICER
HYLAND

NELSON/KRAFT
AND ASSOCIATES

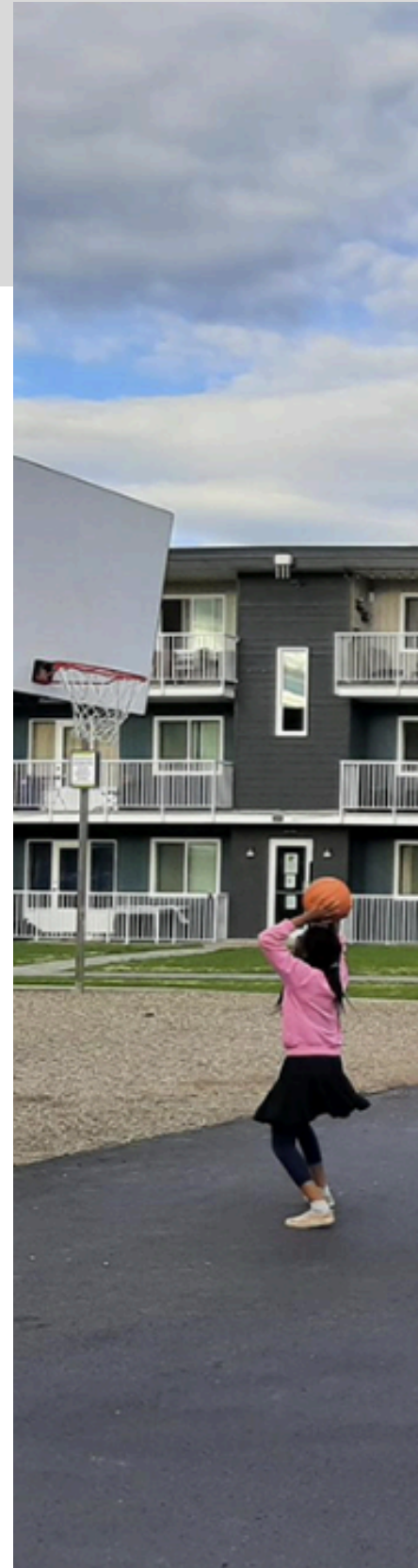
EXECUTIVE SUMMARY

HyLand is looking for a seasoned financial professional with leadership experience to join their team as Chief Finance Officer (CFO).

HyLand is a real estate endowment that manages a significant portfolio of development and rental properties to generate revenue for the international relief work of Mennonite Central Committee (MCC). MCC is a Christian non-profit organization that supports relief, development and peacebuilding initiatives in over 53 countries worldwide, including refugee support for war-torn countries, humanitarian aid for areas affected by natural disasters, clean water, job creation and education programs in developing nations, and reconciliation with Indigenous Peoples.

HyLand is a unique organization for two reasons: firstly, the work is inspired by a deep sense of purpose, as every earned dollar will be deployed to help those in greatest need around the world; and secondly, the work itself is carried out in accordance with MCC values that, in addition to financial sustainability and business excellence, prioritize integrity, stewardship and positive relationships. If this resonates with you, read on!

The Chief Financial Officer will report to the President and provide leadership to the finance team, as well as manage HyLand's financial real estate strategy. If you are an intrinsically motivated financial leader with high emotional intelligence and a conviction that aligns with the faith and values of MCC, we would love to hear from you!





ABOUT HYLAND

HyLand was formed in 2012 to manage the donation of a large portfolio of rental and development properties across BC to Mennonite Central Committee (MCC).

The intent of the donor was to provide the basic necessities of those in greatest need around the world – and he believed that MCC had the right experience and track record to implement this vision.

HyLand functions like an endowment in preserving and growing the capital base and annually donating revenue back to MCC to fund its international relief and development programs. Part of HyLand's mandate is to facilitate similar legacy donations for those who would like to devote a portion of their wealth to help create a better world. The endowment principle ensures that these donations can continue to have an impact in perpetuity.

HyLand functions as a sophisticated real estate investor and is actively involved in land development, property management and ground-up construction. We are an ideal partner for individuals and organizations that have shared values and a desire to create projects that benefit the local community and the broader world.

STRUCTURE OF HYLAND

MCC BC wholly owns HyLand and is the shareholder of the HyLand group of companies. MCC BC appoints the directors of the HyLand Board and related subsidiaries as needed. The HyLand Board is the oversight body of HyLand, and as such, it approves the goals, plans, policies and long-term direction of HyLand within the general parameters set by MCC BC as the shareholder.

For further information, visit HyLand's [website](#).





Vision

HyLand's vision is to expand the mission of MCC, globally and locally, with income from donated and managed assets.

Mission

HyLand manages a portfolio of property investments that produce profits annually for the benefit of MCC BC and encourages the receipt of business and property legacies for the support of MCC charitable activity.

Purpose

HyLand is the vehicle for receipt of assets (land, businesses or buildings), development and operation of these businesses for the support of MCC's relief, development and peace work, globally and locally,

CFO RESPONSIBILITIES

- Ensure that MCC's beliefs and values including social-justice, non-violent peacemaking, respectful interactions and working relationships are modeled and reflected in the performance of all responsibilities.
- Ensure that the HyLand Board and Finance Committee are provided with meaningful financial information to optimize the utilization of its assets and make informed business decisions.
- Support the board in carrying out its fiduciary duties by working closely with the MCC BC ED, senior officers and board directors; ensuring effective administration and implementation of critical corporate matters. Specific activities will include: supervising the maintenance of board minutes, ensuring implementation of board decisions, providing orientation for new directors and ongoing training for directors and ensuring that the board policy manual and governance framework fit the needs of the business.
- Provide overall leadership and oversight to all aspects of the finance, accounting and administration functions. This includes, but is not limited to, reviewing and analyzing pro-forma budgets in coordination with HyLand's VP Development, reporting and ensuring the compliance and establishment of internal controls and best practices, engaging and liaising with external auditors and hiring, training and overseeing the accounting staff.
- Develop accurate financial models, feasibility studies, pro-forma projections and business cases, RFPs, cash-flow reports, and project schedules and timelines for real-estate development projects during their planning, development and implementation phases to support effective decision-making and project monitoring for both HyLand and potential external partners.
- Prepare and oversee comprehensive annual and long-term (3-5 year) financial plans and budgets for HyLand Group.
- Collaborate with the President and VP Development in contract negotiations, contract development, generating meetings and agendas and creating agreements and legal contracts as necessary.

- Oversee the management, implementation and reporting of HyLand contracts.
- Work with financial advisors and accountants on financial planning and modeling donor estate options as well as advising on appropriate corporate and business structures for holding assets (i.e. trusts).
- Ensure that both current and future real estate development projects have timely and adequate financing arrangements through appropriate financial institutions, government agencies and other sources (i.e. chartered banks, credit unions, CMHC, BC Housing).
- Oversee the insurance and risk management of the portfolio.
- Support communication plans for new projects including building relationships with potential funders and other project stakeholders, and supporting the President in preparing and delivering presentations about HyLand.



ATTRIBUTES & ALIGNMENT

- Must be aligned with the Christian values and convictions of MCC.
- Develop and maintain strong relationships with key stakeholders through the use of excellent collaboration skills, as well as strong written and verbal communication skills.
- Demonstrate a great deal of initiative and the ability to effectively manage time and priorities with minimal supervision.
- Must be approachable, humble, patient, positive, teachable and open to developing a passion for the mission of MCC and real estate development.
- Must be an effective part of the HyLand team, valuing the contributions of each team member, and intentionally fostering strong personal and working relationships.

SKILLS & EXPERIENCE

- 5+ years in a financial leadership and decision-making role at an executive level. Real estate industry experience, a significant asset.
- Chartered Professional Accountant (CPA) designation, an asset.
- An effective strategic planner with strong problem-solving skills, including the ability to analyze current business problems and implement recommended solutions. Must be flexible and open to change and constructive feedback.
- Exceptional organization, time management and interpersonal skills, and able to multi-task in a fast-paced environment along with a strong attention to detail.
- Able to communicate complex business and economic issues to a diverse audience.
- Superior negotiating skills with regulators, financial institutions, partners and contractors.
- Able to manage a large corporate structure and develop corporate governance.
- Experience in property management, real estate development and knowledge of related regulatory matters, an asset.
- Experience working with boards and non-profit organizations, an asset.

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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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.



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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.

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: Abbotsford, BC

Application Deadline: open until a suitable candidate is found

Short List Interviews: ongoing

Start Date: TBD

Salary Range: \$155,000 - \$195,000

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.