



Opportunity Profile

CHIEF EXECUTIVE OFFICER
COMMUNITAS SUPPORTIVE CARE SOCIETY

NELSON/KRAFT
AND ASSOCIATES

EXECUTIVE SUMMARY

Communitas Supportive Care Society is a charitable organization providing social care in communities across British Columbia for people living with disabilities. Communitas serves approximately 1000 individuals and families with 435 staff members and an annual budget of \$35 million.

Communitas is seeking a strategic and dynamic Chief Executive Officer (CEO) ready to inspire the people and the culture of the organization.

The CEO is responsible for the health and performance of Communitas, the success of its undertakings, implementation of the strategic plan, and for shaping the growth of the organization. Externally, the CEO seeks to develop and maintain key long-term relationships with stakeholders, enhancing Communitas' reputation and position in the community. Internally, the CEO will lead, evaluate, and oversee staff, promoting a culture that reflects the organization's values and commitment to quality services.

The CEO will work collaboratively within a larger leadership team, promoting a servant-leadership approach while building up and inspiring others to lead with excellence.



OUR STORY

Communitas is a charitable, faith-based organization providing care in communities across British Columbia for people living with disabilities. Included in Communitas' service portfolio are 24-hour group living homes, life skills, employment and vocational supports, a variety of social enterprise initiatives, and various drop-in programs. Communitas also provides contracted home share services, as well as adult and children's respite care for families.

Communitas began under Mennonite Central Committee (MCC) BC as a response to Mennonite church members who were seeking alternative support models for their loved ones. In 1992, MCC Supportive Care Services Society was formed, and in 2007 the organization changed its name to Communitas Supportive Care Society. Through the years, Communitas has continued to be affiliated with Mennonite churches throughout BC and continues to serve "In the Name of Christ."

Though Communitas began as a response to supporting people with developmental disabilities, it soon expanded its services to include people living with mental illness and acquired brain injury. Services also grew geographically in response to requests from families and stakeholders in the province. Today, Communitas serves throughout the Fraser Valley, Greater Vancouver, and in the Comox Valley on Vancouver Island.

We are people-centred and we remain committed to placing people with their unique abilities and gifts at the forefront of all that we do. Whether it is a shared living home or a daytime activity program, whether a person is living with a developmental disability or someone is journeying with mental health challenges, all who come to Communitas are treated with respect, dignity, and love.

Over the period of 50 years, our mission has remained the same: Inspired by Jesus Christ, Communitas will be a place of belonging, growth, and contribution. And our commitment to diversity reminds us that we are people of all abilities, from all walks of life, faith, social standing, race, gender, orientation, culture, and ethnicity.

To learn more about the impact that Communitas has had on its community, see this [video](#), which is part one of a five part series.



OUR MISSION

Inspired by Jesus Christ, Communitas will be a place of belonging, growth, and contribution.

OUR VISION

Creating inclusive community and abundant life for all

OUR VALUES

- Spirituality
- Sacredness of Life
- Stewardship
- Excellence
- Relationship
- Community
- Diversity

KEY RESPONSIBILITIES

Leadership

- Develop and implement short and long-term strategic direction in accordance with Communitas' vision, mission, and values, and in collaboration with leadership team and board.
- Provide collaborative leadership for the development of the organization and services provided, including planning on key business decisions.
- Regularly report to the board regarding the organization's status, strategic and operational objectives, significant organizational activities, potential threats, opportunities, and recommended actions.
- Support the board in its roles such as planning, committees, and events.
- Support and encourage organizational leadership in implementing strategies and goals.





People & Culture

- Ensure a consistent culture of inclusive community for people supported and employees.
- Develop and maintain effective relationships with strategic government partners, ministries, and agencies.
- Identify, develop, and maintain key relationships with families supported, supporting constituents, donors, strategic networks, similar or related service agencies, and the larger community.
- Promote healthy support for all staff, including strategy for staff training and evaluation, positive workplace culture, and labour relations.



Services & Quality

- Ensure quality improvement initiatives in collaboration with the larger leadership team.
- Ensure effective communication and reporting structures within and between all Communitas services and departments.
- Ensure that Communitas adheres to legislation, regulations, policies, and procedures applicable to operations and accreditation standards.
- Keep and maintain all necessary records with an effective archiving procedure.
- Ensure comprehensive and effective risk prevention and management practices for the organization.



Resources

- Plan and implement sustainable use of physical assets in effective service of the organization's mission.
- Oversee financial activities of the organization, ensuring assets are prudently maintained within budget guidelines. This includes developing annual budgets for board approval and providing the board with regular updates.
- Other duties as required.



QUALIFICATIONS

- 5-7 years of senior leadership experience.
- Master's degree in management/leadership or a field related to social services.
- Maintains a philosophy of service and support that is compatible with the vision, mission, and values of Communitas.
- Demonstrated personal integrity, compassion, and creativity.
- Excellence in balancing effective independent work with collaborative dynamic leadership in a team. Collaborative leadership skills in managing change and risks.
- Experience navigating complex internal and external systems.
- Able to lead a multi-sector, multi-location organization.
- Collaborative approach to decision-making and assessment of organizational objectives.
- Excellent written and oral communication skills.
- Proficiency with digital communication and planning tools.
- High level of personal initiative in setting and achieving challenging goals.
- Able to engage in public relations with maturity and skill.
- Able to form and maintain mutually beneficial partnerships with funders, social services, and community organizations.
- Open to input and critique from supported persons, board, and staff.
- Flexible in working hours; meetings may involve evening and/or weekend work.

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: March 28, 2025

Start Date: TBD

Salary Range: \$145,000 - \$160,000

Contact Shawn Plummer (shawn@nelsonandkraft.com) or Mark Kraft (mark@nelsonandkraft.com) for more information

HOW TO APPLY

Apply online at nelsonandkraft.com/jobs with your cover letter and resume. You must be eligible to work in Canada.

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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.