



OPPORTUNITY PROFILE

PRESIDENT

FOCUS ON THE FAMILY CANADA

NELSON/KRAFT
AND ASSOCIATES

THE OPPORTUNITY

EXECUTIVE SUMMARY

At Focus on the Family Canada, we know that when families are equipped with practical advice grounded in Biblical truths, they can thrive. That's why we're committed to helping Canadians nurture, protect and invest in their families so they can thrive – even in the messy brokenness of our world. When families are strong, they leave a valuable imprint on society for generations to come.

Focus on the Family Canada is seeking a President who is passionate about strengthening, encouraging and equipping Canadian families. The President will provide oversight and strategic leadership by ensuring that the staff and programs advance the mission and vision of the organization. The President will provide visionary leadership and be responsible for the health and performance of Focus Canada, the success of its operations, and strategic planning.





OUR STORY

Since 1983, Focus on the Family Canada has offered help and encouragement to millions of families as they build their lives on the foundation of Jesus Christ. As a charitable organization, we are committed to strengthening Canadian families through trusted, Biblically based resources and programs, personal counselling, prayerful support, and much more. We aim to be the place Canadian families turn to for trusted help and encouragement!



WHO WE ARE

In addition to Focus on the Family Canada, there are 12 associate offices established around the world. Together with these global ministry partners, Focus on the Family provides programs and services to strengthen families in 60 different countries with the radio broadcast reaching 120 nations!



OUR MISSION

To strengthen Canadian families through education and support based on Christian principles.

OUR VISION

To see every family transformed by love, vibrant in faith and enduring in hope.

OUR MINISTRY FOCUS

We believe that every family has the potential to thrive. And we want to see our nation transformed by families that have been strengthened and redeemed. That's why we provide families with consistent encouragement and practical help in four key areas:

Marriage

Marriage is the foundation of a thriving family, but it isn't always easy. We want to equip couples to overcome life's challenges and have a fulfilling relationship that lasts a lifetime.

Parenting

Parenting is rewarding but immensely challenging. We want to come alongside parents with practical advice and Biblical guidance to help them face the unique challenges of raising children and passing on their faith.

Faith & Culture

Many Christians are struggling to apply their faith in a culture where Christianity is deemed irrelevant and even misguided. We want to inspire and equip them to grow in their faith and influence the world around them.

Life Challenges

Real families face real issues and these obstacles can seem insurmountable. We want to help families overcome these challenges by finding their hope in God and giving them sound advice to navigate these difficult times.

ROLE DESCRIPTION

MANDATE OF THE POSITION

The President reports to the Board of Directors and is responsible for the overall executive leadership of Focus on the Family Canada (“Focus Canada”) in the fulfillment of its mission, vision, and key objectives.

The President provides visionary leadership and is responsible for the health and performance of Focus Canada, the success of its operations, and strategic planning.





ESSENTIAL OUTCOMES

- Models servant leadership to all engaged in Focus Canada activities, demonstrating integrity and accountability both professionally and personally.
- Provides overall strategic leadership for the organization; facilitates the implementation of the strategic plan as approved by the Board of Directors.
- Demonstrates passion for the role and compassion for those Focus Canada serves.
- Reports regularly to the Board on the organization's overall health - including threats and opportunities - that may affect or improve its ability to meet strategic and operational objectives.
- Ensures all legal requirements of Focus Canada as a charitable organization are met. Mitigates risks by ensuring required policies and practices are in place, communicated, and applied.

Cont'd on page 8

- Develops and manages the organization's budget and ensures Focus Canada is consistently operating within its means.
- Ensures fundraising processes are in place alongside other revenue generation mechanisms. Responsible for the maintenance and growth of the annual revenue of the organization.
- Ensures excellent communication and cooperation is maintained between Focus on the Family Canada and Focus on the Family USA in the fulfillment of the above objectives.
- Serves as the “face” of the organization, positively representing Focus Canada to donors, government agencies, staff, volunteers, and all stakeholders.
- Builds a strong leadership team.
- Encourages and facilitates professional growth and development of all members of the Focus Canada staff and creates a positive work culture.



REQUIRED COMPETENCIES

- Demonstrates ethics and integrity.
 - Strategic and innovative thinking.
 - Servant leadership.
 - Highly developed interpersonal skills; a relationship-builder, people person with conflict resolution and coaching skills
 - Excellent written and verbal communication skills, including the ability to make clear and engaging presentations one-on-one and to large audiences in a variety of mediums.
 - Team-orientated, bringing out the best in others, stewarding God's resources.
 - Accountable and dependable.
 - Decision-maker, demonstrates sound judgement; a problem-solver.
 - Project management skills; planning and organizing.
 - Sound understanding of risk management
 - Knowledge of fiscal management and responsibility
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SPECIFIC POSITION REQUIREMENTS

- A personal commitment to Jesus Christ and a willingness to adhere to and sign without reservation the Focus on the Family Canada Christian Foundations and Standards document, affirming the biblical view of family.
- Ability to relate to and empathize with those Focus Canada serves; as well as a caring and compassionate approach to staff and stakeholders.
- A “get it done” attitude that will work through barriers towards the fulfillment of Focus Canada's mission and vision.
- Proven understanding of and ability to lead transformational change.
- Willingness to travel up to 12-15 weeks each year.

EXPERIENCE & EDUCATION

- A post-secondary degree. A post graduate degree and/or professional designation is preferred.
- Minimum of 7-10 years senior leadership experience, including excellent fiscal management of multi-million budgets.
- Fundraising experience, preferred.



SEARCH PROCESS

NELSON/KRAFT & ASSOCIATES INC.

OUR SEARCH TEAM



MARK KRAFT

Leading the Search

Mark is a certified executive coach and Birkman Method consultant. With a background in pastoral ministry, strong leadership development skills, and a passion for helping not-for-profit organizations succeed, Mark has become highly sought after for his expertise in recruiting, networking, crisis management, team building, and best practices for board governance.



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.



LARRY NELSON

Supporting the Search

Larry is a chartered professional accountant and former CEO of the Baptist Housing Society in BC. He has served on many charity boards nationally and provincially including the board of the Canadian Council of Christian Charities. He has placed over 80 senior executives and worked with more than 50 not-for-profit organizations across Canada. He is passionate about lending his professional expertise to not-for-profit organizations.

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:

Application Deadline:

March 5, 2021

Start Date

TBD

Location: : Langley, BC

Travel across Canada as needed

HOW TO APPLY

Forward your resume and cover letter to Mark Kraft at info@nelsonandkraft.com

Please note, qualified candidates for this search must be Canadian residents at the time of application.

Nelson/Kraft & Associates Inc. welcomes and encourages applications from people with disabilities. Accommodations are available on request for candidates taking part in all aspects of the selection process.

FOR MORE INFORMATION,
PLEASE CONTACT:

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