



OPPORTUNITY PROFILE

DIRECTOR OF DEVELOPMENT

POWER TO CHANGE (P2C)

NELSON/KRAFT
AND ASSOCIATES



THE POWER TO CHANGE FAMILY



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ABOUT US

MINISTRY OVERVIEW

At Power to Change, we help people know Jesus and experience His power to change the world. We envision a world where everyone knows someone who truly follows Jesus.

The purpose of the Development Team is to work in tandem with our ministries to expand our resources to fulfill the mission of Power to Change.

WHAT MAKES US UNIQUE?

Power to Change is a family of ten ministries and one humanitarian partner, each with unique ways to make a difference in people's lives. Whether you need resources to share with your friends who have yet to know Jesus, have a passion to share the Good News yourself but are unsure where to start, or have the financial means to support our staff, there is a place for you with Power to Change.





OUR STORY

[Power to Change](#) has, for over 50 years maintained, its mission to help individuals know Jesus. As a non-profit organization, donor support is vital to sustainable ministry.

Power to Change has annual budget of \$40 million with over 450 staff Canada-wide and hundreds of volunteers.

The President of Power to Change, Rod Bergen, has a successful executive background and leads through an empowered servant leadership model.

THE JOB

The Director of Development will utilize their business acumen and fundraising expertise to provide oversight and direction to the organization's development activities.

They will champion and collaborate with all eleven ministries to secure funding for ministry activities and make appropriate fundraising strategy decisions.

Director of Development will report to the President and attend meetings of the Board of Directors as required. They will be a member of the Executive Team and will interact regularly with our Ministry Leaders. This role will lead the Development Team in processes, discussions and decision-making.



As the Director of Development, you will...

- Provide strategic leadership and head up development efforts on an organization-wide basis.
- Work with all our ministry leaders to develop and implement programs and strategies that will maximize financial support for the sustainability and long-term growth of Power to Change.
- Maintain high standards of biblical stewardship.

Key to this role will be how you manage and develop efforts with donors of all engagement levels, while also ensuring you support the efforts of our staff related to our deputized fundraising model ("Ministry Partner Development" or MPD).

ESSENTIAL OUTCOMES

TEAM MANAGEMENT

The Development Team leads the centralized fundraising operations of Power to Change as well as providing strategic direction to our decentralized fundraising efforts, supporting each of our eleven ministries. This is done through face-to-face relationship fundraising, foundation grants, donor stewardship and reporting. The current focus is on maintaining relationships with existing major donors and acquiring new large donors.

The Development Team manages relationships with donors who contribute to more than one Power to Change ministry, and Ministry Leaders manage relationships with donors who contribute to only one ministry. The Development Team and Ministry Leaders work together to manage solicitations and document activities with donors and foundations.



ORGANIZATIONAL LEADERSHIP

The other major area of responsibility will be playing a key role in the organizational leadership of Power to Change. As a member of the Executive Team (E-Team), the Director of Development will speak on behalf of the Development division and ensure fund development remains an important function of the organization.

You will provide leadership to unify the organization's fundraising activities while collaborating with all ministry leaders on individual fundraising strategies for their ministry specific activities

YOUR EXPERIENCE

- 5+ years of leadership experience in development with an emphasis on major gift donations within a non-profit organization or 5+ years leading and managing an effective sales team.
- Held executive level position with experience in developing and presenting strategy and reports, and giving direction to ministry leaders and/or sales teams, the public and/or board of directors.
- Strong business acumen and expertise to lead the financial affairs of the Development Team to ensure effective allocation of financial resources.
- Proven ability to network and build relationships that generate significant donor support and loyalty.
- Experience closing multiple corporate sponsorships, foundation grants, and estate planning, with strong relationship management.
- Experience in developing and executing a wide range of fundraising strategies and/or a proven track record of successfully developing and implementing sales strategies for organizations with multiple product lines.
- An active member of a fundraising association or Certification/Designation in fundraising (CFRE or equivalent) is preferred.
- Proficient in Google Apps programs and CRM/donors databases/systems.





AS OUR LEADER, YOU WILL...

- Believe deeply in the ultimate Kingdom causes of Christ.
- Have a passion for Christian non-profit leadership and its organizational effectiveness and the spiritual value it has on the lives of people.
- Thrive in the dynamic atmosphere of a multi-ministry organization.
- Be a collaborator who leads with vision and contagious enthusiasm to inspire others to work together.
- Skillfully translate broad goals into achievable steps to set and manage appropriate expectations.
- Be comfortable making rapid and informed decisions.
- Give attention to details while demonstrating flexibility and resourcefulness.
- Value continuous innovation to move forward and be willing to take risks for the sake of the Kingdom.
- Thrive under pressure and changing priorities.
- Possess excellent interpersonal skills, high integrity, and the ability to maintain strict confidentiality.
- See the “big picture” as both strategic and tactical, and stay on task to reach the goal.
- Be decisive, yet thoughtful, in gaining input from those whose perspective ought to be considered.
- Be a passionate communicator and public speaker.
- Be free to travel both nationally and internationally.
- Be ‘self-aware’ regarding positive strengths and areas for improvement.
- Demonstrate and promote a healthy rhythm of family, rest, work, worship, prayer, and play.
- Have a strong recommendation from peers, direct reports and supervisors or board leadership.

SEARCH PROCESS

NELSON/KRAFT & ASSOCIATES INC. CONSULTING TEAM

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.



LARRY NELSON

Supporting the Search

Larry is a chartered accountant and former CEO of the Baptist Housing Society. He has served many years on the board of the Canadian Council of Christian Charities, has been active in politics, and served three terms as a trustee with the Coquitlam School Board. 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:

December 20, 2019

Shortlist Interviews:

First two weeks of January 2020

Finalist Candidate Start Date:

To be determined.

HOW TO APPLY

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

Application deadline is:

December 20, 2019

Note: Preference will be given to qualified candidates who are Canadian residents at the time of application.

Thank you.

FOR MORE INFORMATION, PLEASE CONTACT:

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