



Opportunity Profile

CHIEF DEVELOPMENT OFFICER
COMPASSION CANADA

NELSON/KRAFT
AND ASSOCIATES

EXECUTIVE SUMMARY

Compassion Canada is searching for an inspiring and motivated fundraising leader to join their team as Chief Development Officer (CDO)!

Compassion is a leading international child development organization, committed to releasing children from poverty in Jesus' name. The CDO is responsible for advancing the mission of Compassion by leading the Partner Relations Division in developing and deepening relationships with individuals and institutions in order to inspire and enable them to move with Compassion. The Partner Relations Division is the primary revenue generating team, with responsibilities to grow fundraising support in a variety of channels. Additionally, this role shares organizational leadership through participation in a highly collaborative Executive Leadership Team (ELT).

If you are a passionate and seasoned fundraising executive with proven success leading teams and generating growth, and you fully align with the mission and convictions of Compassion Canada, we would love to hear from you.





WHO WE ARE

As a leading child development organization, Compassion's mission is to release children from poverty in Jesus' name.

Compassion was founded in 1952 when a move of compassion ignited our founder's heart for children. Today, Compassion's proven holistic child development program is helping nearly 2.4 million children and youth overcome poverty in every aspect of their lives. We partner with over 8,600 local churches in 29 countries around the world to deliver our programs and spark generational change in families and entire communities.

1.7 million supporters around the world—including over 90,000 Canadians—are a part of this movement, making a real and tangible difference in the fight against poverty. Our invitation is simple: move with compassion to make an impact in the lives of children and youth living in poverty.



WHAT WE DO

We believe children in poverty need holistic care to reach their God-given potential. That's why we seek to know, love and connect them with a network of caring individuals—in our local program communities and around the world—who enable the positive development of children and youth.

- **Holistic:** Spiritual, physical, cognitive and socio-emotional. Compassion's development model follows the life cycle of a child, recognizing that all stages and areas of holistic development are crucial for growth.
- **Contextualized:** Frontline churches seek to meet young people's greatest needs—identified through participant survey data and informed by community stakeholder input, resources, capacity and availability of interventions.
- **Early and Long-term:** Age-appropriate interventions and seamless support equip Compassion and our frontline churches to start early and finish well in caring for children and youth. Our high-impact programming is designed to prepare young people for future success by keeping them learning, engaged and on track to meet concrete developmental benchmarks.

Holistic child development is a robust interdisciplinary approach that allows our global program teams to address child poverty with a comprehensive understanding of a child's development and the promotion of their overall well-being. Our model integrates disciplines such as psychology, sociology, education and medicine to seek comprehensive well-being for children. This model addresses each child's physical, cognitive, social-emotional and spiritual needs.

- **Physical:** Ensuring proper physical development is key to seeing children thrive. In Compassion's programs, pursuing the physical development of each child includes medical check-ups, nutritious food, clean water, sanitation solutions, dental hygiene kits, emergency food packs, health and wellness education, medical interventions and more.
- **Socio-emotional:** Healthy relationships are essential in a child's life. Children learn how to interact with others in a compassionate way, knowing they deserve the same. Socio-emotional development in Compassion's programs can look like playtime with other children, help understanding emotions, goal setting, letter-writing, safe play, ongoing personal support and more.
- **Cognitive:** When children are able to interact with, learn and think about the world around them, they have the chance to fully thrive cognitively. In Compassion's programs, cognitive development can look like age-appropriate learning activities, resources for formal education, vocational training, literacy workshops, leadership training, textbooks, computer skills, academic scholarships and more.
- **Spiritual:** Each child has the opportunity to hear the gospel in a culturally relevant, invitational way through Compassion's partnership with local churches. In Compassion's programs, spiritual development includes age-appropriate Bible lessons, a Bible, discipleship, connection to a local church, prayer with tutors, special workshops, encouraging letters from sponsors and more.

Our global outcomes framework is how we measure the impact of our program for each child —allowing us to analyze, assess and act on the outcomes achieved. The areas we monitor for every participant in our program include:

- **Capacity for economic self-sufficiency:** Having motivation, skills and education to economically support themselves and others.
- **Youth agency:** Having vision, skills and character to positively influence their context.
- **Spiritual development:** Growing in their spiritual relationship with God and contributing to and engaging with the community.
- **Well-being:** Being physically and mentally healthy as well as having positive self-identity and relationships.





OUR VISION

Every child. Every Jesus follower.
Every life transformed.

OUR VALUES

In everything we do, we put Christ at the centre and seek to work with integrity, discernment, dignity, stewardship and excellence.

OUR STRATEGY

Strategic Anchors:

- Christ-centred
- Child-focused
- Church-driven

GLOBAL MULTI-YEAR PRIORITY

Scale our ministry to advance life outcomes with more children and youth more quickly.

DOMESTIC PRIORITIES

Multi-Year Goals:

- Steward our resources: Become a digitally enabled agile learning organization that continually improves and innovates to maximize effectiveness and efficiency.
- Love our neighbours: Deepen supporter engagement through personalized experiences across their journey and delivery of impact.
- Expand our reach: Engage new individuals and institutions to grow and diversify our supporter base and revenue streams.

PRIORITY BODIES OF WORK

- Increase brand awareness and reach.
- Grow private philanthropic revenue and engagement.
- Drive church partner engagement and growth.
- Advance public funding and advocacy.
- Renovate and innovate the sponsorship experience.
- Innovate technology, systems and processes.
- Foster a healthy and high-performing organization.

KEY RESPONSIBILITIES

Organizational ELT Shared Responsibilities

Work closely with President & CEO and other members of the ELT in leading all aspects of the work of Compassion Canada across board governance, operating policies, organizational planning and prioritization, staff development and management, and organizational communications.

This includes but is not limited to:

- Board Meetings: Prepare and deliver reports to the Board of Directors at quarterly meetings and committee meetings, as needed.
- Organizational Planning: Develop, execute, evaluate and improve the multi-year strategic plan and annual operating plan with focus on conducting research and advising the organization on competitive trends, threats and opportunities related to area of responsibility.
- Compliance: Ensure Compassion Canada remains compliant with legislative requirements related to functional area.
- High Performing Culture Norms: Model collective and individual productivity norms and high performing culture norms to drive effective and efficient operations.





- Two-Way Communication: Communicate organizational and ELT information to division leaders and staff in a timely and effective manner; ensuring ongoing clarity and alignment throughout the division while providing proactive, timely and transparent flow of data, information and analysis of the division to the CEO and ELT related to both people and performance.
- Leadership Group Journey & Experience: Help plan and deliver our leadership group journey including in-person meetings, virtual meetings and coaching and developing tracks to drive healthy and high-performing leaders.
- All Staff Journey & Experience: Help plan and deliver our overall staff journey including in-person staff events, staff gatherings, staff connections and ongoing formal and informal communication to drive a healthy and high-performing organization.
- Multi-Directional Feedback: Deliver, evaluate, respond to and action feedback across organizational feedback channels to drive continuous personal and organizational improvement.
- Global Coordination: Work with Compassion International (CI) to advance Compassion Canada requirements and expectations while enhancing global effectiveness and efficiencies with Global Partner Alliance counterparts to share best practices and resources as a global learning organization; influence CI with a coordinated voice.
- Global Representation: Represent Compassion Canada in global functional meetings, communities of practice and ad hoc working groups and projects.

- Networking & Partnership Development: Network and leverage circle of influence to advance awareness of and engagement in Compassion's ministry while cultivating opportunities to co-create and collaborate with like-minded organizations.
- Thought Leadership: Develop relationships with other subject-matter-expert leaders to gain insight into opportunities, threats/challenges and best practices while contributing to thought-leadership in subject-matter-expertise through writing and speaking.



Divisional ELT Shared Responsibilities

- Drive the division's overall strategy, execution and ongoing evaluation and improvement to realize organizational multi-year goals and annual standard operating measures including managing the division compensation and non-compensation budget.
- Recruit and manage both internal human resources and external service providers needed for the division, while ensuring succession plans in place for leaders and key roles throughout division.



- Plan and prioritize ongoing staff development and performance management through clear expectations, continuous feedback and coaching to realize staff growing self, growing relationships and growing results.
- Build an agile learning culture that encourages ideation and execution to continually test, learn and grow.
- Ensure division processes and systems are continually improving to build efficiencies and effectiveness.
- Plan and facilitate divisional leadership team meetings, departmental meetings, leader-once-removed meetings and ongoing 1:1 meetings to ensure ongoing clarity, connection and alignment.
- Throughout all aspects of this work, provide spiritual and personal guidance and support for all members of the team while fully living out the organizational values.

Partner Relations Division Specific Responsibilities

- Lead all departments that reside within the Partner Relations Division, which currently include Programs and Policy, Division Operations, Philanthropic Engagement and Church Engagement and Experiences.
- The Partner Relations Division is the primary revenue generating team, with responsibilities to grow both sponsorship and project based giving through the primary channel of church relationships. In addition, they oversee the growth engine of philanthropic partnerships which range from mid to principal donors as well as corporations, businesses and foundations.

KNOWLEDGE, SKILLS & ABILITIES

- A spiritually mature leader who is completely committed to Compassion's Christian mission, values and beliefs.
- Must value the holistic well-being of themselves and others and commit to living and leading in a way that cultivates overall holism.
- Kingdom-minded, mission-driven, neighbour-centred, data-informed, community-discerned, faith-filled and courageous in setting organizational direction.
- Committed to excellence, integrity, dignity, stewardship and discernment.
- Committed to building a Jesus-centred culture that promotes the principles of diversity, equity and inclusion.
- Proven ability to build a relationship-focused and results-oriented environment, where individuals flourish and long-term organizational health and performance are optimized.
- High emotional health and emotional intelligence (EQ), cultural intelligence (CQ) and intellectual intelligence (IQ).
- Growth mindset, forward-thinking and committed to building a learning organization.
- Proven leadership capabilities with in-depth people management and interpersonal skills.
- Strong communication, conflict and change management skills.
- Excellent planning, operational and analytical skills.

Role Specific

- Thorough understanding of the not-for-profit sector and legislative environment.
- In-depth knowledge of international relief and development work.
- Expertise in fundraising, philanthropy and government relations.
- Knowledge of church denominations and giving trends in Christian culture.
- Forward-thinking and innovative, with a learning mindset and drive to find new and creative ways to increase Compassion's reach and influence.
- Able to develop a high-performance culture with resilient teams while developing a strong brand awareness in relationships across Canada.
- Seven to ten years of proven experience in a similar or related role that includes fundraising, partner development and people management.
- Church or ministry experience, an asset.
- International program knowledge, an asset.
- Degree in a related field.
- Bible college or seminary degree, an asset.
- International development degree, an asset.
- CFRE, an asset.

Travel Requirements

- Remote or hybrid position, as part of Compassion Canada's Flexible Workplace Philosophy and Policy.
- Moderate to significant local, national and international travel is expected.

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.



shawn@nelsonandkraft.com
604.614.2665

SHAWN PLUMMER SUPPORTING THE SEARCH

Shawn is a senior executive who, after 22 years in international relief and development, most recently served as President & CEO of Food for the Hungry Canada. His career has led to deep relationships and respect within his broad network of non-profits and businesses globally and across Canada. With invaluable program and leadership experience, a history of managing large teams, as well serving as a board member himself, Shawn is well equipped to come alongside your organization to ensure you have the right leadership team in place to drive your future success.



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: GTA, ON (preferred; monthly ELT meetings in region)

Salary Range: \$135,000 - \$150,000 + generous benefits package

Application Deadline: January 20, 2026

Short List Interviews: February 2026

Start Date: TBD

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.