



Executive Director – Rehoboth Christian Ministries

This executive search is conducted by Nelson/Kraft & Associates on behalf of Rehoboth Christian Ministries

EXECUTIVE SUMMARY

Rehoboth Christian Ministries (RCM) is searching for a relational and forward-thinking executive leader to join their team as Executive Director.

The Executive Director of RCM is passionate about their purpose of facilitating opportunities for people with disabilities to flourish, as Jesus taught. Grounded in a biblical worldview, the Executive Director champions the mission and vision of RCM while modeling the values of servanthood, compassion, dignity, inclusivity, integrity and commitment. The Executive Director provides strategic leadership to the organization to be healthy, successful and sustainable, and provides effective guidance, support and information to help the RCM Board of Directors meet its fiduciary responsibilities. The Executive Director has overall accountability for:

- Strategy development (with the board) and execution (with the staff)
- Fundraising and funding
- External relationships and communication
- Leadership and people development
- Finance and administration
- Facilities, operations and programs
- Continuous improvement

If you are a servant-hearted, collaborative leader with a passion for seeing people with disabilities flourish, we would love to hear from you.

WHO WE ARE

Rehoboth Christian Ministries has a mandate to serve people with disabilities so they can flourish in life. This mandate and our very name – Rehoboth – are inspired by a verse in God’s word where Isaac names a watering well: Rehoboth (Genesis 26:22b). He named it Rehoboth, saying “Now the LORD has given us room and we will flourish in the land.” Rehoboth means “a broad place” in which one has capacity to live a full life. And so, we take our direction and inspiration from that.

From spirited beginnings of providing room for the disabled to flourish on a ranch near Stony Plain, at a summer camp near Gull Lake, and in a modest home in Coaldale, Rehoboth has made room all across Alberta. We help the disabled flourish in some 50 group homes across Alberta with staffing in Grande Prairie, Stony Plain, Edmonton, Three Hills, Calgary and Coaldale.

Today, Rehoboth is a thriving and healthy ministry with an operating budget of \$25+ million, over 600 diverse employees and 6 administrative offices, serving more than 200 clients. The future for the organization is bright as they are committed to sustainable growth while staying true to their mission and values.

OUR PURPOSE

Facilitating opportunities for people with disabilities to flourish, as Jesus taught.

OUR VISION

By the grace of God, all persons with disabilities have a meaningful and dignified place in society where they can live, contribute and fellowship with others.

OUR VALUES

Rehoboth values are Christ-like, including: servanthood, compassion, dignity, inclusivity, integrity and commitment.

OUR BELIEFS

- That Rehoboth is diligent in using the power of prayer
- That Rehoboth serves God through serving its clients
- That the work of Rehoboth is blessed by God
- That Rehoboth is deliberate in applying and nurturing the God-given talents of everyone involved

CORE COMPETENCIES

- Strategic thinker.
- Visionary, inspiring and goal oriented.
- Collaborative and faith-based leadership style.
- Humble and authentic.

- Leadership development, mentoring and coaching abilities.
- Change management and decision-making skills.
- Professionalism and emotional intelligence.
- A heart and passion for people with disabilities.
- Networking and relationship building skills.
- Excellent verbal and written communication skills.
- Active listening skills; seeking to understand and able to resolve conflict.
- Client focused and relational.
- Analytical, planning, organizing and prioritizing skills.
- Accountable and dependable.
- Critical thinking and problem-solving abilities.
- Financial management and budgeting skills.
- Strong computer skills.

QUALIFICATIONS

- A passion for and genuine interest in serving and advocating for people with disabilities to see them flourish in life.
- Demonstrated maturity in Christian character and alignment with Rehoboth's values, beliefs and Statement of Faith.
- 10+ years of progressive senior leadership/management experience, leading a team of other leaders. Previous not-for-profit sector experience in a related field, preferred.
- University degree (master's degree, preferred) in a relevant field such as business, administration, humanities, social sciences or social services.
- Previous experience in the development and implementation of a strategic plan, an asset.
- Previous experience in fundraising, funding, development and communications, an asset.
- Able to travel regularly within Alberta for organizational oversight, relationship building, conferences, external stakeholder meetings and ministry development.
- Financial management and budgeting experience with a similarly sized organization.
- Experience reporting to, collaborating with, or sitting on an engaged board, preferred.
- Demonstrated experience with multi-tasking and managing several projects at one time.
- Able to communicate at a highly professional level to act as an ambassador of Rehoboth.

- Familiar and comfortable with a Reformed Christian congregation/church stakeholder group.

Location: Acheson, AB (just outside of Edmonton)

Application Deadline: March 12, 2025

Start Date: TBD

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

ABOUT US

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. Nelson/Kraft & Associates Inc. 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.