



Executive Director – Elora Road Christian Fellowship

This executive search is conducted by Nelson/Kraft & Associates on behalf of Elora Road Christian Fellowship

EXECUTIVE SUMMARY

Elora Road Christian Fellowship (ERCF) is searching for an Executive Director!

The Executive Director is the senior operational leader for ERCF, responsible for the business, financial, administrative, and systems functions that enable ministry to flourish. This role is intentionally operational—not pastoral—and exists to strengthen the infrastructure, stewardship, and organizational effectiveness of ERCF's multi-entity ministry.

Working in close partnership with the Lead Pastor & CEO and key ministry leaders, the Executive Director provides leadership in financial management, human resources, facilities, technology, compliance, and process improvement. By building healthy systems and ensuring faithful stewardship, the Executive Director helps ERCF focus its energy on spiritual ministry, discipleship, and community impact.

The Executive Director is a servant leader who brings operational excellence, integrity, and sound judgment, translating vision into actionable plans, resourcing teams, and ensuring that staff and volunteers are supported by clear processes, reliable information, and safe, well-managed environments.

If you are a seasoned and relational operations leader with a heart for church ministry, we would love to hear from you.

ABOUT US

Elora Road Christian Fellowship (ERCF) is a vibrant, multi-generational Christian community committed to expressing the unconditional love of Jesus and helping people grow in faith and love. Rooted in a Christ-centred, evangelical understanding of Scripture, ERCF exists to make disciples, nurture spiritual formation, and bring hope to its surrounding communities.

Guided by core commitments—People Matter, Knowing God Is Our Calling, Faith Is a Journey, Community Is Our Culture, and We Are Called to Serve—ERCF expresses its mission through worship, discipleship, community engagement, education, and compassionate outreach.

As a multi-entity ministry, ERCF includes:

- Elora Road Christian Fellowship Church
- Elora Road Christian School (ERCS)

- Elora House

United by the vision of “Growing in faith and love, bringing hope to our community,” ERCF forms a welcoming and transformational environment for people to encounter Jesus and grow in Him.

OUR MISSION

Growing in faith and love, bringing hope to our community

OUR VISION

Expressing the unconditional love of Jesus to everyone

OUR VALUES

- People Matter (Reach)
- Knowing God is Our Calling (Worship)
- Faith is a Journey (Equip)
- Community is Our Culture (Connect)
- We are Called to Serve (Serve)

QUALIFICATIONS & CHARACTER

- Commitment to Christ and alignment with ERCF’s mission, values, and faith-based ethos.
- Bachelor’s degree in business administration, organizational leadership, non-profit management, finance, human resources, or a related field, preferred.
- 5-10 years of progressively responsible leadership experience in finance, operations, administration, business, or organizational management (non-profit or multi-site/multi-entity settings, preferred). Church or faith-based organizational experience, an asset.
- Strong financial acumen: budgeting, forecasting, reporting, and internal controls.
- Working knowledge of HR practices, compliance, and people operations; ability to handle sensitive matters with discretion.
- Experience overseeing facilities, vendors, contracts, and risk/insurance considerations.
- Systems-thinking mindset with demonstrated ability to improve processes, implement tools, and increase organizational effectiveness.
- Excellent communication skills; ability to translate complex operational information into clear recommendations.
- High integrity, reliability, professionalism, and detail orientation.
- Collaborative, service-minded leadership style that supports ministry teams without becoming pastoral in function.

Location: Guelph, ON

Application Deadline: July 15, 2026

Start Date: September 2026

Salary Range: \$65,000 - \$75,000

APPLY online at

https://pod5.app.loxo.co/job/NDExMTItaXUwMHVtcGQ0bjZrMXRzdA==?t=1781040598996&source_type=ccbf

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.