



SHEPHERD'S CARE FOUNDATION

## **President & CEO – Shepherd's Care Foundation**

*This executive search is conducted by Nelson/Kraft & Associates on behalf of Shepherd's Care Foundation*

### **EXECUTIVE SUMMARY**

Shepherd's Care Foundation (SCF) is seeking a collaborative, visionary and strategic leader with a strong Christian faith to join their team as President & Chief Executive Officer (CEO).

SCF is a recognized leader in seniors' care, supportive housing, continuing care and home care services in Alberta. With four campuses in Edmonton, one in Barrhead and one in the Calgary area, this not-for-profit organization/charity offers unique age-in-place services within a caring Christian community.

Reporting to the SCF Board of Directors, the President & CEO is responsible for the leadership, management and mitigation of risk for the organization and is accountable for the planning, implementation, and direction of all SCF operations. The President & CEO oversees the implementation of board governance policies and strategic directions and provides vision and strategic leadership to the Strategic Leadership Team (SLT) in facilitating the effective operation of the organization. This position also provides leadership to an Alberta corporation that builds condominium residential housing for seniors, including over 300 units and \$45 million in assets.

The President & CEO serves as the face of SCF to internal and external stakeholders and media representatives, actively participating in community, municipal and relevant legislative affairs related to the protection of seniors and others in need that SCF serves. They will oversee funding solicitation through grants, capital endowments and donor support. The President & CEO will also advocate for organizational growth, always keeping the SCF business plan and financial sustainability at the forefront.

If you are a proven business leader with experience in pioneering paradigm shifts and identifying changing trends and opportunities within the sector and beyond, we would love to connect with you.

### **OUR STORY**

Originating in 1970, a group of individuals recognized an obvious gap in services for the senior population of Edmonton and felt called to make a difference not only for their parents but also for the wider population. Foundation membership consists of up to 50 elected members from a group of churches in the Alberta & Northwest Territories District of the PAOC. The SCF Board, comprised of 12 members, provides guidance and counsel to the President & CEO through governance policies and strategic directions.

SCF employs more than 975 people to care for its more than 1,450 residents. The frontline workforce is almost entirely unionized. Spacious, secure and attractive surroundings allow residents to naturally age-in-place, with the freedom to be as social or as private as they desire. The organization is a leader in creating a person-centred care culture in all it does. A strong sense of community is achieved through a wide choice of opportunities to build friendly and caring relationships.

## **OUR MISSION**

Living life in a caring, Christian environment.

## **OUR VISION**

To provide quality care and quality accommodations within an efficient and effective organization.

## **OUR BELIEFS**

- **Shepherd** – Jesus Christ is the Chief Shepherd, meaning He is our Lord and Leader whom we desire to make known. We believe following Jesus is the best decision anyone can make.
- **Care** – We take to heart Jesus' teaching to "love our neighbours as ourselves." Loving care for all people is at the center of our Christian faith.
- **Foundation** – Our foundation is built on the Bible and the teachings of Jesus Christ.

## **OUR VALUES**

- **Faith** – We support and encourage all persons within SCF to discover and/or deepen personal Christian beliefs.
- **Person-Centred Care** – We take advantage of every contact, with clients and others, to build relationships and make a positive difference in the lives of others.
- **Innovation** – We seek new approaches for improving care and services.
- **Dignity** – We respect all people regardless of diversity, beliefs or background.
- **Accountability** – We take responsibility for our decisions and actions by being transparent, proactive and reliable.
- **Stewardship** – We engage all our resources in the best way possible, through accountability and excellence.

## **SPAN OF AUTHORITY & PORTFOLIO**

- Ensure the continuance of SCF's firmly held Christian beliefs with a strong pastoral care program and the presence of devotion and prayer.
- Support the effective and efficient operations of the SCF Board, working within board governance parameters. Keep the board abreast of current and emerging risks and opportunities, including anticipated media coverage and other issues and concerns that may affect SCF.
- Under the board's approval and direction, develop property for new or expanded campuses of care, including independent-living condominiums and care centres. Provide consulting and advice to other faith-based organizations contemplating/developing seniors' care centres and housing facilities.
- Inspire and lead a team of senior managers toward the successful execution of the business plan and other key organizational success metrics per the overall strategic plan and SCF's mission, vision, beliefs and values.
- Establish and demonstrate diplomacy in vital relationships with the provincial government, ministers and elected officials, regulatory and funding health authorities, financial institutions and other external bodies. Maintain effective professional and corporate business relationships with external stakeholders, community leaders and industry and trade associations. Advocate for seniors and enhance the public image of SCF.
- Encourage and support fundraising activities and foster related donor relationships.

## **QUALIFICATIONS**

- University degree in business administration, commerce, public administration or a related discipline. A graduate degree or equivalent is preferred.
- At least 10 years of post-designation experience in a position with management-level complexity and responsibility.
- Proven experience in pioneering paradigm shifts; a track record of success and experience seizing opportunities for business development, growth and innovation.
- Experience with active government relations and fund and grant development.
- Experience working with a volunteer board and a solid understanding of healthcare leadership.
- Excellent customer service skills with experience in the health sector, continuing care and/or supportive living, affordable housing and/or hospitality.
- A demonstrated Christian faith; ideally, the incumbent will have a strong relationship with affiliated churches.

**Location:** Edmonton, AB

**Application Deadline:** September 26, 2025

**Start Date:** TBD

**APPLY** online at [nelsonandkraft.com/jobs](http://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.*