



CCMBC LEGACY FUND



OPPORTUNITY PROFILE

CHIEF EXECUTIVE OFFICER

CCMBC LEGACY FUND

NELSON/KRAFT
AND ASSOCIATES

INTRODUCTION

Are you an Executive who has experienced significant success in the marketplace and can now take those skills and expertise and use them for Kingdom significance? We want to make you aware of a unique Chief Executive Officer role for you to enhance and work toward providing additional financial resources to the ministry of the Canadian Conference of Mennonite Brethren Churches.

From your head office in Winnipeg, Manitoba, you will be responsible for the oversight of a multi-million dollar portfolio of assets that will have a positive impact for the Lord's work across Canada from Victoria to Halifax. We would be pleased to enter into a confidential discussion on how the Lord might use you in this new, challenging, and significant way.



ABOUT US



EXECUTIVE SUMMARY

For over 35 years, the Canadian Conference of Mennonite Brethren Churches (CCMBC) has been providing mortgages to churches, pastors and other ministry capital projects, such as camps, across Canada by offering individuals and institutions a variety of registered and unregistered investment funds.

Since its beginning as the Stewardship Ministries division of the Canadian Conference of Mennonite Brethren Churches, the mortgage and deposit program has grown and matured to become a separately incorporated and registered charity called CCMBC Legacy Fund Inc. (Legacy). Legacy is built on the foundation of CCMBC and continues to support the ministry needs of CCMBC.

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As Canada's population continues to urbanize, the need for churches to expand into city centers grows. This growth comes with higher real estate costs, which makes it increasingly difficult for churches to obtain mortgages. Legacy fills the real estate mortgage gap. The program also helps pastors and church workers access mortgages that would be unavailable to them otherwise, enabling them to buy homes in the communities in which they serve.

Income generated by Legacy is directed to CCMBC ministries that help grow God's Kingdom through church planting, pastor leadership training and other church-led ministry efforts.

The Legacy Board of Directors is seeking an individual to be the organization's Chief Executive Officer to lead the enterprise, and associated subordinate entities, in the ministry it provides to the Canadian Conference of Mennonite Brethren Churches, and to provide expertise and knowledge to the denomination's national leadership in investments and finance. A key goal is to grow the assets under administration from the current level of \$175 million to \$250 million over the next three years with further increases as momentum builds in the years ahead.



NATURE OF THE ORGANIZATION

CANADIAN CONFERENCE OF THE MENNONITE BRETHERN CHURCHES IN NORTH AMERICA (CCMBC)

- Incorporated in 1945.
 - A registered charity.
 - Provides services and supports to over 250 Mennonite Brethren churches across Canada, the provincial MB conferences in BC, AB, SK, MB, ON and QC and MB missions, institutions, and members.
 - Owns CCMBC Legacy Fund Inc.
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CCMBC LEGACY FUND INC. (LEGACY)

- Incorporated in 2015.
- A registered charity.
- CCMBC is the sole member.
- Sole owner of CCMBC Investments Ltd. (Investments).
- Charges management fees to provide oversight of Investments.
- Provides accounting and payroll services to Canadian MB Churches and MB Church entities and administers deposit notes for MB Churches and MB Church entities.
- Through Investments, Legacy's objective is to facilitate the raising of funds to accomplish the charitable purposes of CCMBC.

CCMBC INVESTMENTS LTD. (INVESTMENTS)

- Incorporated in 2019.
- A wholly owned for-profit subsidiary of CCMBC Legacy Inc.
- Its objective is to facilitate raising funds to accomplish the charitable purposes of CCMBC.
- Investments issues redeemable preferred shares and promissory notes to facilitate the lending of money secured by mortgages for MB Churches, pastors of MB Churches, and other MB Church affiliated institutions such as schools and camps.
- Funds invested are used first to provide mortgages to MB churches, pastors, and related MB entities.
- Any excess funds not required for lending are invested in other investments pursuant to specified investment guidelines.



AUDITORS: KPMG LLP

BANKERS: BANK OF MONTREAL

LAWYERS: FILMORE RILEY LLP



EXAMPLES OF IMPACT

IMMIGRANT HOUSING MORTGAGE

For several years, Crossroads MB Church, in the heart of Winnipeg's French Quarter, has shared space in their building with a small French-language church. In 2007, the French language church experienced a major influx of African immigrants in need of housing. With the help of CCMBC Stewardship Ministries, they were able to purchase the home next to the church where immigrant families could live while finding their footing in this country.

CHURCH & DROP-IN CENTRE

For about ten years, Eastview Community Church in Winnipeg, has run a ministry out of various downtown coffee shops devoted to helping people leaving the prison system and addictions programs connect with a healthy supportive, Christ-centered community. Developing a community without a building proved challenging. With CCMBC's help they were able to secure a location in one of the city's most high-needs areas. "One of the most important things about ministry is longevity. The mortgage fund has given us the opportunity to form lasting relationships" This grass roots ministry is transforming lives.

THE JOB

THE ROLE DESCRIPTION

The Chief Executive Officer of both Legacy and Investments is required to be responsible for:

1. Leading and Setting Strategic Vision

- Responsible to accomplish the mission of Legacy through the development and implementation of strategic and operational plans.

2. Mobilizing Resources and Establishing Partnerships

- Promotion of investment opportunities in cooperation with a contracted exempt market dealer, to Mennonite Brethren church members in Canada.
- Promotion of lending opportunities to MB churches, organizations, and pastors.

3. Strengthening Ministry and Brand

- Act as primary spokesperson for Legacy and Investments.
- Interface with the conference churches, investors, church members and the public.
- Liaise with the National Director of Canadian Conference of Mennonite Brethren Church in North America (CCMBC).
- Develop and implement a communications program to support Legacy and Investments strategic objectives.
- Participate as a member of the CCMBC National Ministry Team.

4. Collaborating with the Board of Directors of CCMBC

5. Reporting of Finances and Information

- Ensure regulatory and board policy compliance in all matters of Legacy, Investments and their subsidiaries.
- Ensure compliance in areas of responsibility as defined within the Memorandum of Understanding with CCMBC, the CCMBC Pension Plan and employee benefits plans.

6. Driving Fiscal and Operational Excellence

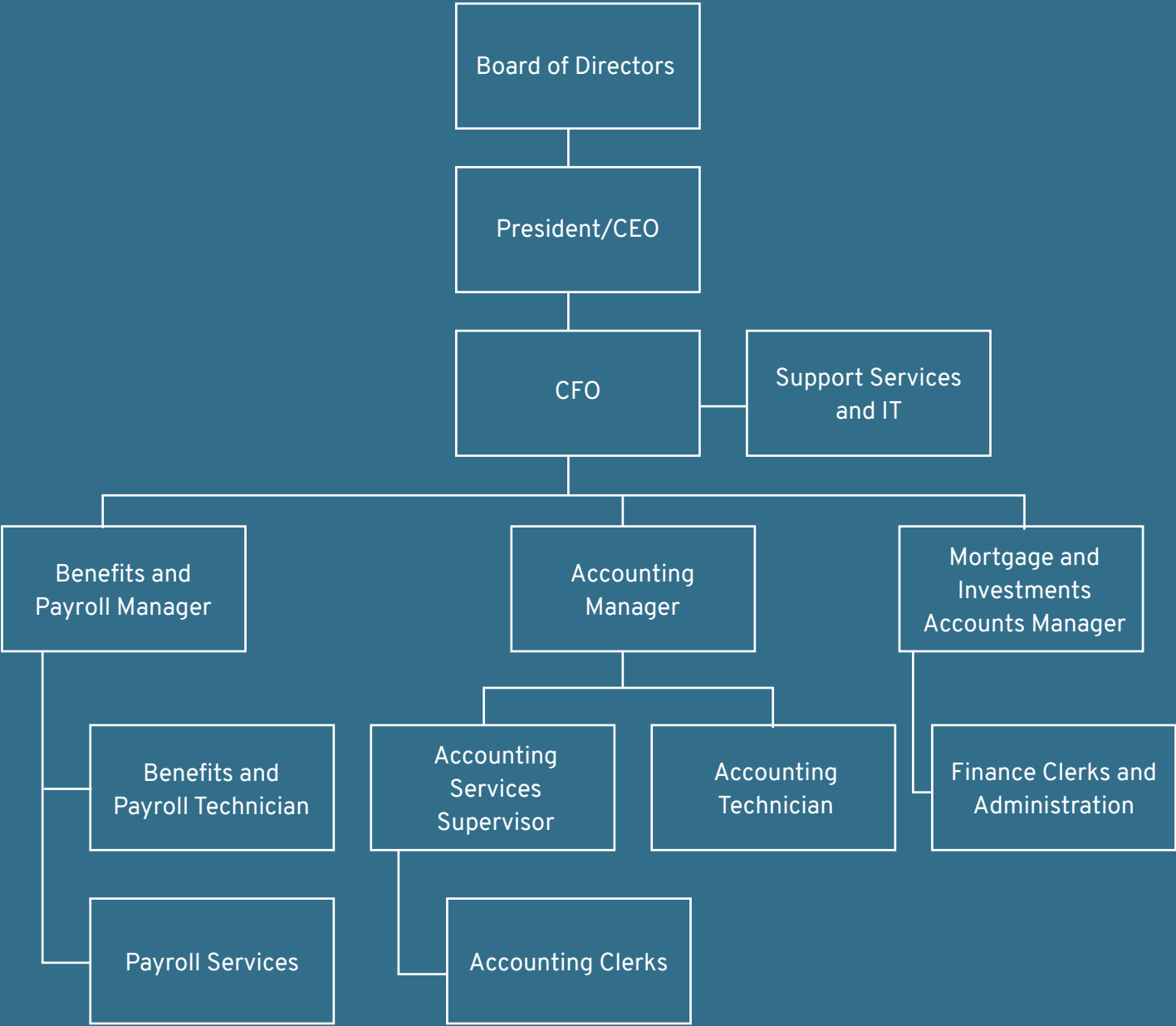
- Ensure integrity of internal control, financial and management systems.
- Identify, inform, and discuss with the board the principal risks of Legacy Fund Investments and subsidiaries and the systems in place to manage such risks.
- Effective implementation of systems to manage these risks.
- Responsible to the board for the general management of, and control over, all operations of Legacy and Investments and subsidiaries.
- Oversee all Legacy personnel and employment practices within the organization.
- Responsible for developing, maintaining, enforcing, monitoring and policy for Legacy Investments.
- Develop and recommend to the board the organizational structure and keep the board informed of any proposed material changes.
- Develop and recommend to the board a compensation strategy and philosophy.
- Establish and maintain a board-approved plan for key personnel development and succession.
- Personnel training, development and coaching for skills required of the Legacy Team.



QUALIFICATIONS

- A CPA, CFA, or MBA designation or a graduate degree in an associated discipline.
- Senior organizational experience in a public securities corporation is preferred.
- Strategic leadership and senior management in a not-for-profit/charitable enterprise.
- Ability to travel within Canada promoting the services of Legacy and the listed security products to churches and to potential depositors.
- Minimum 8-10 years of management experience in a relevant industry.
- Financial experience in oversight of investment advisors, including pension and benefit plans, and investment deposit funds.
- Experience and understanding of mortgage lending best practices and regulations.
- Gifted communicator (reporting, public relations, media, etc.).
- Membership in good standing with an MB Church; unreserved agreement with MB Confession of Faith.
- Relationship builder with excellent interpersonal skills.
- Ability to lead others to comprehend complex issues from a higher level and bring value to senior management.
- Strong analytical and observation skills.

CCMBC LEGACY FUND INC. ORGANIZATIONAL CHART



LEGACY BOARD MEMBER BIOS

MICHAEL DICK

Mr. Dick has spent over thirty (30) years in pastoral ministry and is currently the Executive Pastor at South Abbotsford MB Church. Mr. Dick holds a Bachelor of Biblical Studies and a Masters of Theological Studies. Mr. Dick served two years as the Executive Director of the Clearbrook Golden Age Society, is a member of the Foundation Board of the Abbotsford Hospice Society, is a member of the CCMBC Executive Board and a member of the Finance and Audit Committee and has been the President of the Strata Council of a twenty-five (25) unit Bare Land Strata Development for sixteen (16) years. Mr. Dick resides in Abbotsford, British Columbia.

DAN GUGGENHEIMER

Mr. Guggenheimer is currently retired as a CPA, CMA and was previously employed in the position of Financial Controller with the Mennonite Central Committee Saskatchewan. Mr. Guggenheimer has also held senior financial positions with Mennonite Educational Institute (Abbotsford), Meewasin Valley Authority (Saskatoon) and Bethany College (Hepburn). Mr. Guggenheimer is a member at large and resides in Saskatoon, Saskatchewan.

RONALD WILLMS

Mr. Willms holds the CPA, CMA designation and is currently the Director of Finance & Administration of Tabor Home Society. He previously held the positions of Executive Director of Clearbrook Golden Age Society, Business Administrator of MEI Schools and various positions at Trinity Western University, including Associate Vice President for Finance. Mr. Willms holds a Master of Arts in Leadership, a Bachelor of Commerce, and a Bachelor of Christian Ministries. Mr. Willms resides in Chilliwack, British Columbia.

BRYANT WHYTE

Mr. Whyte is currently the senior account manager for Kindred Credit Union's Waterloo Ontario branch specializing in commercial lending for businesses, churches and not-for-profit organizations. He holds an honours bachelor of business administration from Wilfrid Laurier University. He is the Treasurer and part owner for Seven Shores Community Café and has held a board position for Peaceworks Technology Solutions as a member on the finance committee. He is a member of the CCMBC Executive Board and a member of the Finance and Audit Committee.

JEFFREY DYCK

Mr. Dyck is the president of Terravista Enterprises Ltd., a Lower Mainland IT services company serving small and medium sized businesses and non-profits. Prior to starting his own IT company, Mr. Dyck owned a software company that provided payroll, HR and finance solution for school districts. He then spent 10 years as a senior manager at SRB Education Solutions in various roles, including general manager, product manager, and IT director. Mr. Dyck is currently on the board of First West Credit Union and First West Foundation. He is a member of the CCMBC Executive Board and a member of the Finance and Audit Committee. He holds a bachelor's degree in business administration with distinction from Trinity Western University.

CHIEF FINANCIAL OFFICER

BERTHA DYCK

Mrs. Dyck has been the Chief Financial Officer of Legacy and CCMBC since January 2018. From 2009 to 2018 she held the position of Controller for CCMBC and from 1990 to 2009 she held the position of Accountant. In addition to managing the finance and accounting staff, Mrs. Dyck has been responsible for development and implementation of procedures and processes to improve financial services and efficiencies. Mrs. Dyck holds a CPA, CGA designation and is in good standing with CPA Manitoba. Mrs. Dyck resides in Winnipeg, Manitoba.

CCMBC NATIONAL DIRECTOR

ELTON DASILVA

Elton DaSilva is the national director of the Canadian Conference of Mennonite Brethren Churches (CCMBC), a position he has held since July 2018. From 2010 - 2018, Elton held the position of Executive Director for the Mennonite Brethren Churches of Manitoba (MBCM) and has experience as a business owner and as a financial advisor.

The national director of CCMBC is responsible for accomplishing the mission and vision of the Mennonite Brethren in Canada. Elton holds degrees in economics, business, and theology, and he resides in Winnipeg, Manitoba.

SEARCH PROCESS

NELSON/KRAFT & ASSOCIATES INC.

OUR SEARCH TEAM



MARK KRAFT

Supporting 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

Leading the Search

Larry is a chartered professional accountant and former CEO of the Baptist Housing Society in BC. He has served on many charity boards nationally and provincially including the board of the Canadian Council of Christian Charities. He has placed over 80 senior executives and worked with more than 50 not-for-profit organizations across Canada. 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:
September 8, 2020

Short List Interviews:
Week of September 14, 2020

Finalist Candidate Start Date:
Between October 15 and November 1, 2020

Location:
Winnipeg, MB with travel to locales primarily in Canada.

HOW TO APPLY

Forward your resume and cover letter to Larry Nelson at info@nelsonandkraft.com

Please note, qualified candidates for this search must be Canadian residents at the time of application.

Nelson/Kraft & Associates Inc. welcomes and encourages applications from people with disabilities. Accommodations are available on request for candidates taking part in all aspects of the selection process.

FOR MORE INFORMATION, PLEASE CONTACT:

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