

OPPORTUNITY PROFILE

# ONTARIO DIRECTOR

## A ROCHA CANADA

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### **You're Joining a Growing Ministry**

A Rocha - "The Rock" in Portuguese - has grown since 1983 from one project in Portugal to a family of 20 national organizations working around the world. Currently A Rocha Canada focuses its efforts in British Columbia, Manitoba and Ontario. The Ontario Director will make a significant impact on the community and the surrounding landscape by growing the Cedar Haven Eco-Centre, Hamilton Hub and projects throughout Southern Ontario.

This full-time position reports to the CEO, works closely with A Rocha's national management team and leads the A Rocha Ontario staff team (seasonally; 4-10 people).

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## KEY OPPORTUNITIES & CHALLENGES

The Ontario Director has the great opportunity to grow programs, community involvement, local churches and interested individuals through developing and implementing the A Rocha Canada strategic plan. The plan will include leading and managing the Ontario-based staff team, and supporting and coordinating the vision-in-action for A Rocha's Cedar Haven Eco-Centre, located in the Hamilton Hub.

With the guidance of the strategic plan, the Director will need to grow programs, while cultivating a well-connected network of 'support people' both on staff and in the community.

## ABOUT A ROCHA CANADA

A Rocha's vision is for the transformation of people and places by showing God's love for all creation. Our work is rooted in and sustained by biblical faith in the living God, who made the world, loves it and entrusts it to the care of human society. This faith and hope gives impetus to solid scientific research, hands-on environmental education, innovative community-based conservation projects and sustainable agriculture projects. In an environmental context often characterized by fear and paralysis, A Rocha is bringing hope through care of both people and places. We are preserving sensitive habitats and threatened species, growing organic food and feeding people living on low income, inspiring school children and training young people. A Rocha is changing the way people treat the earth.



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## WHAT IS IMPORTANT TO YOU?

### MISSION

A Rocha is an international Christian organization which, inspired by God's love, engages in scientific research, environmental education, and community-based conservation and sustainable agriculture.

### VISION

The transformation of people and places by showing God's love for all creation.

### COMMITMENTS & VALUES: The 5 C's of A Rocha

Around the world, A Rocha is guided by these 5 commitments.

**Christian:** Underlying all we do is our biblical faith in the living God, who made the world, loves it and entrusts it to the care of human society.

**Conservation:** We carry out research for the conservation and restoration of the natural world and run environmental education programs for people of all ages.

**Community:** Through our commitment to God, each other and the wider creation, we aim to develop good relationships both within the A Rocha family and in our local communities.

**Cross-cultural:** We draw on the insights and skills of people from diverse cultures, both locally and around the world.

**Co-operation:** We work in partnership with a wide variety of organizations and individuals who share our concerns for a sustainable world.

### CORE ORGANIZATIONAL VALUES

**Hope:** We embody the hope of Christ.

**Relationality:** Healthy relationships trump everything (with each other, partners, donors, place).

**Integration:** We pursue conservation goals through integrated holistic praxis (aka; life is interconnected).

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## VISION ON THE GROUND

- People and communities in relationship with A Rocha live increasingly integrated lives: simply, joyfully, wisely, and justly.
- Ecosystems are flourishing and biodiversity is protected in A Rocha initiatives through high impact conservation science projects.
- Youth and children are inspired to care for creation through hands-on learning about the natural world.
- The Christian community in Canada is inspired and mobilized to care for God's world.



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## KEY PLACES

A Rocha Canada fosters Centres and projects based on affinity, modality, and geography. Brooksdale, the Keystone Centre in Southern British Columbia, runs local projects and programs, provides national support to all hubs (e.g. administration), and directs strategic management of new hub initiatives and cross-hub activities.

Regional hubs, such as in Hamilton (ON) and Winnipeg (MB), develop land, buildings and staff to support the A Rocha initiatives. These centres run local projects and programs to advance the “Engagement Model” of conservation, ecological education and sustainable agriculture. They also develop a local support base, generating fundraising to promote further interest in their mission and vision. The Hamilton Hub connects with the Southern Ontario population by:

- Creation care projects, specifically conservation and environmental education
- On-going equipping/education through workshops, seminars and environmental education
- Storytelling (video, digital, online and print)
- Church engagement and outreach

Additionally, A Rocha Canada runs local projects with partners & community, currently based in Houston (BC) and Ottawa.

### **Cedar Haven Eco-Centre**

The Cedar Haven Eco-Centre (‘the Centre’) primarily serves people around the Hamilton area and secondarily the Guelph, Kitchener and Toronto areas. It facilitates creation care experiences for people on the margins and learning events like Discovery Day and Consider the Heavens. It’s a hospitable place where people are inspired to go back into their communities and live out their Creation care values.

Currently, A Rocha Canada operates at this centre through a 10-year renewable lease agreement. The intention of the landowners (friends of A Rocha) is to gift his property to A Rocha.

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## KEY PEOPLE

### STAFF

Benjamin McCullough, Cedar Haven Manager

Matt Koning, Ontario Program Manager

Jeremy Petrusma, Environmental Educator

### Summer Staff

Program Assistant

Communications Assistant

2 Operation Wild Program Assistant

Site Maintenance & Restoration Assistant



### Cedar Haven Stakeholders

Owners (1), farmers (2) and resident (1) of Cedar Haven

### Foundations & Major Donors (present & past)

Charis Foundation, Catalyst Foundation, World Vision Canada, The Ontario Trillium Foundation, Dofasco Employee Fund, TD Friends of the Environment, DH Falle Foundation, City of Hamilton Enrichment Fund, New Hope Community Church, First Hamilton CRC and 10 other individuals.

### Monthly Donors

A Rocha Ontario is grateful to our 50 monthly donors.

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## THE OPPORTUNITY

### POSITION OVERVIEW

The Ontario Director, working from the Hamilton Hub office and reporting directly to the CEO of A Rocha Canada and the organization's National Management Team, will be responsible for growing involvement in A Rocha's work, by implementing the A Rocha Canada Strategic Plan.

You will lead the staff teams at the Hamilton Hub and Cedar Haven Centre, and support and coordinate the visioning thereof, while fostering relationships with the National Management Team, prospective/current donors, community partners and interested community members.

### KEY RESPONSIBILITIES

#### **Donor Engagement through Fundraising (50% of time allocation)**

Outcome - >= 90% of donors/supporters feel engaged and confident about A Rocha's work  
Outcome - 50 meetings with major donors per year

#### **Program Development and Management (35% of time allocation)**

Outcome - All programs demonstrate impact through regular stories of transformation.  
Outcome - Development and planning for Cedar Haven Eco-Centre  
Outcome - Clear metrics and program deliverables are regularly tracked and reported.  
Outcome - HR practices and policies are helping A Rocha people flourish.  
Outcome - Ontario team express a high degree of trust in A Rocha's operations.  
Outcome - Operate for at least 70% of the year, with three-month cash flow.

#### **Leadership & National Management Team (15% of time allocation)**

Outcome - Strategic development of A Rocha Ontario is clear to staff and community  
Outcome - Continuous development of at least 1 potential leader to ensure stability and sustainability of A Rocha Ontario  
Outcome - Beyond core values, an innovative culture creates space for new ideas and growth to happen.  
Outcome - A Rocha Canada grows capacity towards the overall vision  
Outcome - Staff team is empowered to achieve strategic goals

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## PREFERRED QUALIFICATIONS

### **Required Skills and Experience**

- Ability to articulate effectively, intelligently, credibly and passionately the story of A Rocha and creation care as incarnational mission
- Bachelor's degree in liberal arts, leadership, business or another related field, graduate degree preferred
- Proven experience in high capacity project management
- Capacity for strategic thinking and analysis
- Experience writing, implementing and evaluating program/project proposals and plans
- Experience in relating skillfully and sensitively to the Canadian church community and/or faith-based charitable organizations
- Experience navigating the constraints and opportunities characteristic of not-for-profit organizations

### **Critical Qualities**

- Embodies A Rocha Canada's Commitments and Core Values
- Deep commitment to spiritual, relational and ethical integrity
- Genuine passion for incarnational Christian mission and the work of A Rocha
- Professional and gracious demeanor in written and oral communication
- Intelligent listener, strong interpersonal communicator
- Team leader with superior interpersonal skills and sustained positive attitude
- Proven organizational skills and ability to work well in a team environment
- Proven track record of high-level project and personnel management
- Self-starter with a strong sense of initiative and desire for growth
- Proficiency in Microsoft Office Suite and online tools such as Google Drive.

## EMPLOYMENT DETAILS

- This is a full-time position (40 hours/week) with flexible hours and work environment.
- Annual travel required: three trips to BC or MB; other travel as needed.
- A Rocha provides a laptop and up to \$75/month for cell phone usage.
- The position offers 20 days of paid vacation, including the A Rocha Canada Christmas-to-New Year's break.
- The position includes participation in A Rocha's extended health and dental benefits, subject to initial waiting period.
- A criminal record search is required.

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## 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.

Development of the candidate pool:	May - July 2021
Candidate interviews:	August 2021
Decision and announcement:	September 2021

**To apply**, send your cover letter and resume to [luke.wilson@arocha.ca](mailto:luke.wilson@arocha.ca).

