



POSITION PROFILE

Client Organization: LutherCare Communities
Position Title: Chief Executive Officer
Reports to: Board of Directors
Location: Saskatoon, Saskatchewan



THE ORGANIZATION

Founded as Lutheran Sunset Home of Saskatoon in 1955, LutherCare Communities (LCC) has grown to 600 staff serving more than 1,200 residents and clients each day in locations across Saskatchewan. LutherCare’s services are primarily senior housing, including: independent living, intermediate-care homes, special care (level 4), community day programs for adults, home support, group homes for younger adults with physical and intellectual disabilities and subsidized family housing. Services are nationally accredited, demonstrating LCC’s strong commitment to excellence.

With its Safe and Caring Continuum of Living™ for All, LCC supports the whole person in body, mind and spirit and aims to create communities where residents and clients can remain part of a familiar and supportive environment even as their needs change.

With the planned retirement of the incumbent, LCC is seeking a new Chief Executive Officer (CEO) with senior organizational leadership experience of relevant scale, with a passion and empathy for the mission of the organization, and an ability to quickly learn the details of a complex business encompassing both for-profit and non-profit entities.

VALUES

- Excellence in care and service;
- Focus on clients, residents, and guests to whom we provide physical, emotional and spiritual care and services;
- Integrity, fairness, and principles of ethical conduct as reflected in the social principles of the Evangelical Lutheran Church in Canada (ELCIC);
- Diversity within an inclusive, dynamic, collegial community;
- Openness to change through seizing opportunities with passion, creativity, and innovation;
- Nurturing positive, healthy working relationships between staff and residents, and among all levels of organizational staff including the Board of Directors;
- Exercising responsible stewardship of our resources;
- Maintaining pride in our history and traditions, including contributions of Lutheran and other faith and community groups.

MISSION STATEMENT

Our mission is to provide excellence in care, shelter, and support in a nurturing Christian environment for all entrusted to our care.

THE OPPORTUNITY

The CEO leads a province-wide, faith-based organization, which is broadly recognized as a leader in care, shelter, and support. The CEO provides executive leadership to the organization in pursuit of goals and objectives as established by the Board of Directors, and works closely with the senior management team and the Board to innovate new ways to move forward and address the emerging opportunities and challenges facing LCC and the Saskatchewan community at large. The CEO is responsible for leading the process of planning, resource development and management of all aspects of LCC's business, including:

- Overseeing the management of operating and capital budgets in the range of \$40 million annually, an asset base of approximately \$240 million, and more than 600 staff, ensuring LCC operations are consistent with operating plans and within budgets;
- Evolving and implementing the strategic vision and comprehensive strategic plan to support LCC's growth direction;
- Providing the Board with the information it needs for its governance responsibilities, including risk management, strategic planning, infrastructure and asset management, resource development, monitoring performance, and measuring strategic results;
- Developing and maintaining healthy relationships with the Board of Directors and all stakeholders, including staff and volunteers, suppliers, clients and their families, private owners, government, regulatory authorities and funders;
- Preparing tactical and financial plans in compliance with the Strategic Plan;
- Developing and managing the infrastructure and human and financial resources needed for the organization to achieve its mission.

PRIORITIES

Key priorities of the position include:

- Building and maintaining LCC's services while promoting a culture of care across all aspects of the business;
- Building and maintaining effective relationships and bridges with government, health authorities, social service agencies and related partners to ensure adequate funding for its publicly funded programs;
- Building and maintaining effective relationships with business partners, private owners, and suppliers of facilities managed by LCC;
- Developing and executing an asset management plan for aging infrastructures;
- Creating new sources of income and funding;
- Continuing to grow existing services in new locations;
- Developing entrepreneurial innovations that are consistent with LCC's core values and services;
- Building on LCC's work environment and culture of open and inclusive decision making.

For the right individual, this is an exceptional opportunity to shape the future of a trusted, well-regarded organization known for providing quality care in the region, for its innovative and creative ideas, for its strong relationships with funders and partners, and for its 600+ employees who are proud of their contribution in serving residents and families. This critical leadership search also coincides with the process of developing a new three-year strategic plan that will focus on securing the base, ensuring current assets are in good form, while progressing pending projects and planning for future growth initiatives.

THE IDEAL CANDIDATE

The ideal candidate will demonstrate the following knowledge, experience, skills and attributes:

- Senior organizational leadership experience of relevant scale, with a passion and empathy for the mission of the organization and an ability to quickly learn the details of a complex business encompassing both for-profit and non-profit entities;
- Ability to lead the planning, design and delivery of complex and multi-dimensional renewal and re-development projects, involving multiple partners and stakeholders;
- Combines vision, forward-thinking and creativity with business acumen;
- Maintains and develops teamwork at all levels of LCC by being visible, accessible, participative and an involved leader;
- A collaborative leader and exceptional relationship builder with all audiences including government agencies, residents and families, staff and unions, community and business partners, and donors;
- Proven ability in government relations and public relations with strong communication skills and political sensitivity; can ensure relationships between LCC and its diverse stakeholders are open and cooperative;
- High integrity and appropriately transparent;
- Has an appreciation and respect for LCC's faith heritage;
- Familiar with policy-based governance principles and can embrace the relationship model of governance.

ABOUT SASKATOON

Named one of Canada's "50 Places of a Lifetime" by National Geographic, Saskatoon is the province's largest city and Canada's fastest growing and youngest city. Known as the "Paris of the Prairies" for its many bridges that span the South Saskatchewan River, Saskatoon is one of Canada's most talked about destinations. As it thrives economically and excels as a forward thinking metropolis, the city is vibrant with natural, cultural, and culinary delights.

Boasting over 300 acres of riverbank parks and more than sixty kilometers of pathways to explore, and with more hours of sunshine than any other major Canadian city, Saskatoon is a nature-lover's delight in all seasons.

In addition to the recently opened Remai Modern museum with the largest collection of Picasso linocuts in the world, the city has experienced an infusion of new and top-notch restaurants, breweries and bars. With a plethora of events all year round, there is no shortage of things to see



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and do. A city infused by a lively ambiance, friendly hospitality and rich, diverse culture experiences, Saskatoon delights both locals and visitors alike with its mix of events, festivals and attractions.

The city's youthful vitality and cultural richness are evident in every neighbourhood, thanks in part to the University of Saskatchewan, where leading-edge technology draws the best minds from around the world. It is one of the top research-intensive universities in Canada, and is home to world-leading research in areas of global importance such as water and food security and infectious diseases. Study and discovery is enhanced by its outstanding facilities, including the Canadian Light Source Synchrotron, VIDO-InterVac, the Global Institute for Food Security, the Global Institute for Water Security, and the Sylvia Fedoruk Canadian Centre for Nuclear Innovation.

Saskatoon boasts a high quality of life and a low cost of living. With one of the country's youngest demographics, there are many family-fun adventures, activities and sports to enjoy, inside and out. Saskatoon also has three publicly-funded school systems (Public Schools; Catholic Schools; Francophone Schools), and a number of independent schools to choose from as well as several post-secondary institutions. Notably, housing costs are lower than in most major cities in Canada, and owning a home is affordable and achievable for many. The average commute time is 20 minutes.

CONTACT INFORMATION

Should you have any questions regarding this exciting and challenging opportunity, please contact:

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