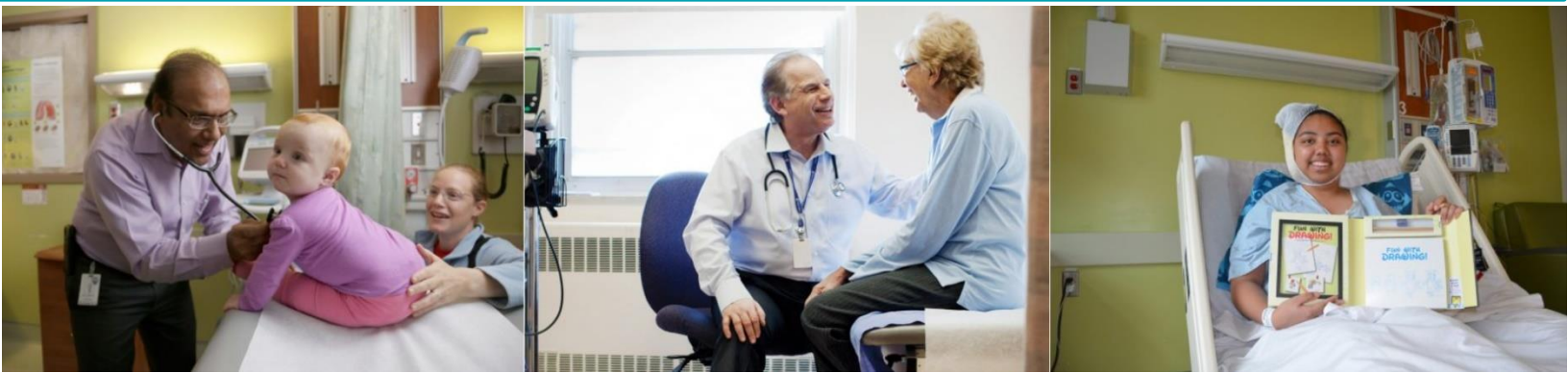


EXECUTIVE BRIEF



ST
JOSEPH'S
HEALTH CENTRE FOUNDATION



Vice President, Development



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FOR MORE INFORMATION

KCI Search + Talent has been retained to conduct this search on behalf of St. Joseph’s Health Centre Foundation. For more information about this opportunity, please contact Samantha David, Associate Vice President, KCI Search + Talent by email at StJosephs@kcitalent.com.

To ensure an equitable and inclusive process, KCI staff will respond to all enquiries and will be individually reviewing all resumes. All inquiries and applications will be held in strict confidence. Interested candidates should send their resume and letter of interest to the email address listed above by **June 16, 2023**.

St. Joseph’s Healthcare Foundation is an equal opportunity employer committed to equity, diversity, and inclusion. We aim to reduce barriers and support accessibility and as such, we will accommodate any needs set out under the Canadian Charter of Rights and Freedom, Accessibility for Ontarians with Disabilities Act, and the Ontario Human Rights Code.

The target compensation for this role is \$150,000 to \$190,000 inclusive of bonus. We also offer an industry leading pension plan (HOOPP), and an *excellent benefits package*.

Foundation staff enjoy the flexibility of a hybrid work model working in the Foundation office located at 30 The Queensway in west Toronto three days a week, and from a home office two days a week.

For more information regarding the search process, please review the **Candidate Process** section on page 9 of the brief.





Vice President, Development St Joseph's Health Centre Foundation

THE OPPORTUNITY

St. Joseph's Health Centre Foundation is seeking a strategic and results-oriented fundraiser who combines experience in major and planned gifts, capital campaigns, volunteer management and team leadership to become the new Vice President, Development.

Reporting to the President and CEO, and a member of the Foundation senior leadership team, the Vice President will build and lead an accomplished and highly productive major and legacy giving team of 6.



With plans for the largest campaign in our history underway, the new Vice President will play an integral role executing and building on the roadmap for success focused on a major and transformational gift strategy, while actively fundraising and leading and growing their team throughout the various campaign phases. Working closely with the President and CEO, the Campaign Co-Chairs and the Campaign Cabinet, and Foundation & Unity colleagues, the incoming Vice President will play a powerful role in helping us grow giving and exceed our campaign and Foundation objectives.

With a growth mindset and a sophisticated, experience-based understanding of philanthropy, the Vice President Development will bring a passion for healthcare, a strong track record of success and a versatile approach to this role within the Foundation as a key member of the Foundation Senior Leadership Team.

Focused on developing and executing fundraising strategies, while building and motivating a high performing team, the Vice President will be a nimble and dynamic strategic thinker with a thorough understanding of the importance of forming and nurturing authentic and lasting relationships with a variety of internal and external audiences within the St. Joseph's community and Unity Health. As a solutions-based problem solver, the Vice President will be energized by the opportunities that lay ahead for the Foundation, sometimes taking the lead, and, in some instances, supporting others in their leadership, all focused on the success of this historic campaign and the important impact it will have on the community.

St. Joseph's Health Centre has been serving southwest Toronto for over 100 years and is one of Canada's busiest community academic hospitals looking after a vibrant community of over half a million people. This is an exciting time to join the Foundation and be part of a highly motivated team of professionals where everyone contributes to our success in raising funds that will transform our hospital in the years to come.

ABOUT ST. JOSEPH'S HEALTH CENTRE

St. Joseph's Health Centre Toronto is a Catholic community teaching hospital affiliated with the University of Toronto and accredited with exemplary standing by Accreditation Canada. For over 100 years, St. Joseph's has been serving the health-care needs of the diverse communities of southwest Toronto.

Through its affiliation with the University of Toronto, St. Joe's is part of Unity Health Toronto along with St. Michael's Hospital and Providence Health Centre. The network serves patients, residents and clients across the full spectrum of care, spanning primary care, secondary community care, tertiary and quaternary care services to post-acute through rehabilitation, palliative care and long-term care, while investing in world-class research and education.



Emergency

With 100,000+ annual visits, St. Joe's has one of the busiest Emergency departments in Toronto.



Mental Health

Toronto's west end has among the highest concentration of people with mental illness in Toronto.



Caring for Children

Children came to St. Joe's over 60,000 times last year and almost 3,300 babies were born here.



Clinics

There are over 260,000 visits annually to St. Joe's ambulatory care clinics.

St. Joseph's has a long and proud tradition of serving the diverse and growing needs of a vibrant west Toronto community for more than a century. Founded by the Sisters of St. Joseph in 1921 to serve the needs of the west end, it began as a 25 bed hospital and a school of nursing. Within the year it had grown to 112 beds and within the decade it had an emergency department and operating room facilities. As this neighbourhood grew, so did the need for care. From opening the first pediatrics department in a general hospital in 1949 to becoming the first to open an intensive care unit in Toronto in 1962, the Sisters continued to respond to the needs of the community.

Today, St. Joseph's stands as a proud community teaching health centre affiliated with the University of Toronto, serving half a million people. St. Joseph's roots in the west end community continue to run deep, as does its commitment to living the promise first made by the Sisters of St. Joseph when they founded the hospital to care for those in need. In April 2022, the Government of Ontario made a commitment of \$1B+ to support a transformation of St. Joseph's in the coming years so that the hospital can continue looking after those who turn to it for care, with compassion for all.

St. Joe's: By the Numbers

500,000

Approximate number of people in our community, the size of Newfoundland and Labrador.

80%

Our neighbours will receive 80% of all the healthcare they will ever need locally.

340,000+

The number of people who come through our doors each year for appointments or clinic visits.

100,000+

Visits to our Emergency Department on average each year.

180,000+

The number of imaging tests or procedures done annually.



ABOUT ST. JOSEPH'S HEALTH CENTRE FOUNDATION

At the St. Joseph's Health Centre Foundation, we are committed to continuing to transform St. Joseph's, advancing the health of our community and ensuring the best care experiences to Toronto's west end. We are guided by our mission to inspire philanthropy from our community and raise the funds needed to support that transformation.

The Foundation has grown in recent years to be a leading community hospital foundation with a strong and engaged board of directors. Following on the success of our recent \$100M+ Promise campaign, the Foundation is launching its most ambitious campaign to date supporting the largest transformation of St. Joe's in its history.

The last few years have been among our most successful fundraising years ever and we have raised \$18 to \$19 million to support care at St. Joe's. Donations were immediately put to work to fund renovations, purchase equipment and support vital programs at St. Joe's.



BOARD OF DIRECTORS - FOUNDATION

Diane Kazarian, Chair

Tamara Bratty

Laurissa Canavan

Randy Cousins

Elias Demangos

Roman Dubczak

Ivan Grbesic

Nadir Hirji

John Italiano

Bill McLean

Linda Misetich Dann

Afrim Pristine

Jeff Snowden, Treasurer

Michael Talmage

Michael Yelavich

Simon Nyilassy, Vice-Chair

Louanne Buckley

Bob Clark

David Ceolin

Josephine DesLauriers

Chris Gauthier

Ken Grewal

Luciana Huff

Ed Lycklama

Dr. Peter Menikefs

Rayla Myhal

Dr. Tim Rutledge

Anilisa Sainani

Patrick Walsh, Secretary

Peter Zissis



ADDITIONAL INFORMATION

[Impact Report 2022](#)

[Financial Statement 2022](#)

[Meet our Community Leaders](#)

[St Joseph's Foundation Events](#)

[Latest Newsletters](#)

[Hospital Website](#)

KEY DUTIES AND RESPONSIBILITIES

Strategy and Planning

- Work with the President and CEO, colleagues on the senior leadership team and senior volunteers to support the strategic planning process and develop the annual Foundation business plan.
- Lead the creation, implementation, oversight and measurement of all Foundation major gifts, planned giving and campaign budgets and plans.
- Work in partnership with the President and CEO to actively advance the campaign, at times taking the lead on key activities related to campaign planning, volunteer management and prospect development and donor cultivation and solicitation.
- Model an entrepreneurial spirit with a growth mindset to support the Foundation's fundraising and ensure that this approach is shared across the Foundation.
- Lead, educate, cultivate, and move strategy forward across all key audiences including Senior Management, Board of Directors, Unity Health colleagues, and Corporate Partners.
- Act as an ambassador for the Foundation both internally with the hospital and externally throughout the community, building relationships in a strategic manner that contribute to a culture of giving and support for the Foundation.
- Support Foundation colleagues by providing strategic advice ensuring fundraising goals are met.
- Evaluate current department policies, processes and structure, using this information to create new infrastructure that builds rigor and increases overall efficiency and accountability, while enhancing overall performance and revenue growth.
- Use evidence and data to develop and support key performance indicators, make program decisions and demonstrate impact.
- Monitor trends in the non-profit and healthcare sectors to identify new opportunities for Foundation fundraising growth.
- Manage and/or participate in relevant committees and sub-committees of the Board of Directors.

Fundraising

- Proactive leadership of the Campaign, Major and Planned Giving portfolios.
- Achieve the annual departmental goal of 19M+ in revenue while also directly managing a portfolio of major donors at the six and seven figure level to meet annual financial targets.
- Facilitate the work of the Campaign Cabinet, working with the Foundation's volunteer leaders to secure campaign support.



- Ensure the major gift and planned giving team is effectively cultivating, soliciting and stewarding donor and prospect relationships and gifts in support of enhanced donor engagement and satisfaction with the Foundation and Hospital in collaboration with the Communications and Donor Engagement team.
- Collaborate with the Vice President, Communications and Donor Engagement to create compelling donor communications that are aligned with Foundation messaging and builds engagement with donors and prospects.
- Model leadership and fundraising excellence, employing a high level of professionalism and using best practice methodology to develop and lead the major gift portfolio.
- Act as a champion for the Foundation and communicate with various stakeholders ensuring they understand SJHC's vision and need for philanthropic support.
- Oversee the prospect development strategy for the Campaign and major gifts program.
- Collaborate with the Vice President, Operations & Events to build strong campaign operations.
- Build the culture of philanthropy by developing relationships with Hospital colleagues (leadership, physicians, staff), including these key stakeholders as part of the overall campaign strategy and fostering grateful patient referrals.
- Work collaboratively with Foundation colleagues to identify and support strategic opportunities to cultivate and steward fundraising support across various revenue streams in an integrated manner.

Leadership and People

- Work collaboratively with the President and CEO and contribute as a supportive and active member of the senior leadership team to enhance the overall success of Foundation priorities and activities, while playing a leadership role with Campaign volunteers on the Campaign Cabinet, and directly lead the Campaign committees of the Board.
- Influence and implement plans in a dynamic and collaborative environment that involve multiple departments, individuals, and cross-functional teams across the Foundation and Unity Health.
- Assess current team resources in support of building, managing and coaching a high performing team, motivating them to achieve their individual and team goals, collaborate with teams across the Foundation to meet goals and contribute to an outstanding organization culture.
- Manage competing priorities and work effectively and collaboratively with board members, other volunteers, donors and community members to achieve business objectives. The Vice President will be a natural relationship builder, with the skill and confidence to network and negotiate effectively at senior levels within and outside the Foundation.
- Assist in the recruitment, orientation and ongoing support of the board, campaign and other senior volunteers ensuring they can successfully complete donor related activities that support the fundraising needs of the hospital.



QUALIFICATIONS AND KEY COMPETENCIES

- Progressive senior leadership experience, with a proven track record developing and executing a major gift fundraising program, ideally within a hospital, educational or other complex setting.
- Proven track record in all aspects of revenue development, including pipeline development and the solicitation and management of gifts at the six and seven figure level and above.
- Significant experience building fundraising infrastructure including policies, processes and KPIs that contribute to revenue growth.
- Proven history managing high performing teams and motivating staff to meet fundraising goals.
- Experience recruiting, and supporting senior volunteers and boards directly involved in major gift cultivation, solicitation, and stewardship.
- Excellent oral and written communication skills with the ability to inspire diverse audiences and encourage greater engagement amongst key internal and external stakeholders.
- Strong understanding of trends in the philanthropic sector with the ability to use and share this knowledge in a manner that inspires innovation and advances day to day and longer-term department goals and activities.
- Proven relationship building skills with the ability to build trusting relationships with prospects, donors, volunteers, colleagues, hospital staff and the community.
- Demonstrated understanding of donor and volunteer management with the comfort level and ability to work with high value philanthropists, community leaders, and business executives.
- Strong influencing and collaboration skills.
- Proven ability to successfully work cross-functionally within a team environment to complete projects and meet targets.
- Collaborative and flexible with a learner mindset that welcomes feedback and strives for excellence.
- Outcome focussed with excellent project and time management skills, the ability to effectively manage multiple projects and deadlines and deliver on KPIs.
- Proficiency with the Microsoft Suite of programs and email communications platforms.
- Experience working with BlackBaud suite of products (e.g. Raiser's Edge NXT, Luminate) is an asset.
- Knowledge of St. Joseph's catchment area strongly preferred.
- University degree, ideally in business or related field. Consideration will be given to equivalent combination of education and experience.
- Willingness to work flexible hours, including evenings and weekends.
- A valid driver's license and use of a car, to travel to donor and other related meetings and between hospital sites.

BIOGRAPHIES

Maria Dyck, President, St. Joseph's Health Centre Foundation



Maria joined St. Joseph's Health Centre Foundation in 2010, following senior positions at St. Michael's Hospital Foundation, the University of Toronto, Cystic Fibrosis Canada and the Premier of Ontario. Under her leadership St. Joe's Foundation has become one of the top community hospital foundations in Canada.

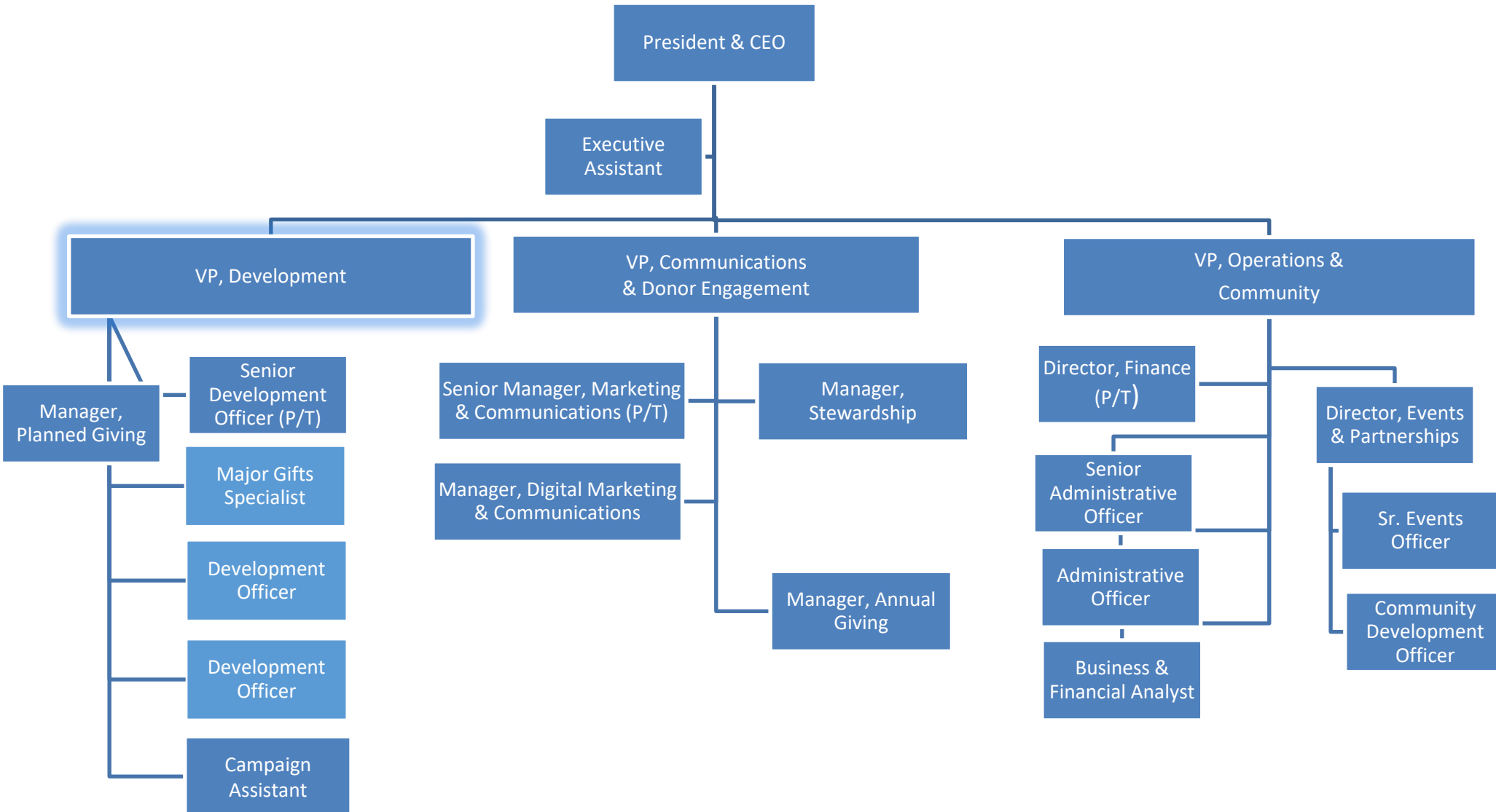
Maria has worked in Canada, the United States and Australia and has over 25 years of experience in fundraising, consulting, alumni and government relations and marketing and communications. Maria has an Honours BA in History from Western University and a Master of Business Administration from the Schulich School of Business at York University. She is an active volunteer; sits on the advisory committee for Seneca College and the Kingsburg Coastal Conservancy and was the co-founder of D3: Debate, Debunk, Delight, Canada's national event for fundraising leaders.

Diane Kazarian, Chair, Board of Directors – Foundation



Diane Kazarian is the Chair of St. Joseph's Health Centre Foundation. She is a recent PwC Canada alumni where she was the first female GTA Managing Partner and a member of the Leadership Team. Diane led PwC's largest Canadian market, managing more than 4,000 professionals and 300 partners across all key sectors. With more than 30 years of experience in the professional services industry, focusing on financial services working with C-Suites, Regulators and Boards in the US and Canada, Diane has been recognized as a Fellow of the Chartered Professional Accountants (FCPA) of Ontario. She is also a recipient of Canada's Most Powerful Women: Top 100 award. Diane sits on the Boards of Bryant University and Kingsway College School and is a Corporate Director for Choice Properties REIT, Gibson Energy and OMERS.

ORGANIZATIONAL CHART



CANDIDATE PROCESS

Equitable & Inclusive Search Processes

Many organizations are reconsidering their approach to hiring, with an eye to ensuring a more transparent and inclusive process that reaches out to and encourages a more diverse candidate pool. By first recognizing that barriers to equity exist for candidates, and by committing to removing and mitigating these barriers, organizations can take important steps towards being more inclusive.

KCI Search + Talent has been fortunate to work with a wide range of organizations that are striving to undertake more inclusive and equitable hiring including St. Joseph's Health Centre Foundation. We've had the opportunity to learn from many of our clients, and we've also been pleased to share our knowledge and experience through the development of resources:

[Inclusive and Equitable Search Hiring Process](#)

[Reducing Unconscious Bias](#)

Candidate Review & Assessment

- KCI will share all candidate submissions with the SJHCF Search Committee.
- Selected candidates will be invited to a virtual preliminary round of interviews with KCI in early summer 2023.
 - KCI will utilize traditional and behavioural interview questions to explore candidate experience in each of the areas of requirement and competency noted in the Executive Brief.
- The Committee will meet again to identify candidates to be invited to first interviews in early July.
- First interviews will be virtual and held in mid-July.
- Second interviews will be held in-person at SJHCF or at KCI's offices in Toronto.
- Given the seniority of the role, due diligence for the final candidate will be conducted.
 - This will include a background check and immunizations required by the SJHC. By submitting a resume/CV and letter of interest, candidates agree to this.
- References will also be sought, in collaboration with the candidates, and never anonymously.

