

Position Announcement

Chief Philanthropy Officer (SVP level)

ThedaCare
Neenah, Wisconsin



ThedaCare®

Reports To

President and Chief Executive Officer

Organization Profile

Headquartered in Neenah, Wisconsin, ThedaCare's mission is to improve the health and well-being of the communities they serve by empowering each individual to live their unique best life. ThedaCare is a not-for-profit community health system and the leading provider of high-quality healthcare services in Northeast Wisconsin. The system includes eight hospitals, over thirty clinics and numerous related healthcare programs. Through its 110-year history, ThedaCare has woven itself into the very fabric of the communities they serve. Evolving into a population health organization, ThedaCare is challenging the antiquated systems that incentivize more procedures over preventative measures. Consumers of health services across Northeast and Central Wisconsin want to live healthier, more meaningful lives. It's ThedaCare's purpose to help them do just that by committing to the following values:

- **Compassion** - We understand and address the hopes and fears of our patients, families, communities and each other.
- **Leadership** - We are all leaders.
- **Excellence** - We relentlessly pursue quality in everything we do.

- **Innovation** - Our curiosity compels us to always look for a better way
- **Agility** - We rapidly adapt to the needs of our communities while always staying true to our mission.

Population health focuses on providing predictive, preventative and holistic care that will ensure better outcomes for all. Rather than serving strictly as a health care system that cares for the ill, ThedaCare partners with the community to uncover the underlying causes of poor health and reduce inequalities so that people are better equipped to maintain good physical, emotional and mental health. While ThedaCare cares for all in our community, as a population health organization, its main focus is to be pro-active (partnering with individuals to prevent illness) vs. reactive (focusing all resources on care after an illness occurs).

ThedaCare Family of Foundations serves as ThedaCare's premier philanthropic partner in creating and transforming health and care experiences that exceed expectations every day. Working collaboratively with ThedaCare leaders, partners, and community volunteers, ThedaCare inspires giving and funds initiatives that improve the health of the community and provides exceptional healthcare experiences in 14 counties throughout northeast and central Wisconsin.

Position Summary

The Chief Philanthropy Officer (CPO/SVP) serves as the leader of the ThedaCare Family of Foundations. The CPO/SVP is responsible for developing and executing a philanthropic plan in support of ThedaCare's population health strategy. This will include leading, planning, organizing, staffing, and directing all aspects of philanthropic development for ThedaCare. The CPO/SVP works with internal and external stakeholders to build and sustain a comprehensive fund development program that advances the long-term strategic priorities of ThedaCare. The position will also provide executive leadership and facilitation to the foundation board of directors, subcommittees, and advisory structure to maintain strong advocacy and fundraising



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efforts in local communities throughout the service region.

Key Accountabilities

- A leader who demonstrates and promotes ThedaCare's *lifeinspired* movement and culture through words and actions.
- Oversees administration of the foundation's \$60M+ asset base to ensure operational and fiscal integrity, governance, and legal compliance in accordance with 501c3 status.
- Serves as the principal architect and owner of the foundation's comprehensive fundraising program as it relates to the industry standard donor cycle.
- Serves as chief liaison, in partnership with the Board President and President and CEO, to the Foundation Board, subcommittees, and volunteer advisory structure, including plan development, communications, education, board appointments, recruitment and evaluation.
- Leads the foundation team members to align activities with ThedaCare needs, both current and projected.
- Establishes goals, objectives, strategies, and the assessment of outcomes for development actions to ensure performance and grow sustained giving.
- Maintains a dynamic portfolio of community leaders and high net-worth prospects to secure major, capital, and planned gifts, as well as advanced annual gifts and endowment support.
- Provides strategic direction and management oversight to all foundation's public relations, marketing, and communication in partnership with organizational brand strategy.
- Represents the foundation with key constituents and stakeholders to advance ThedaCare's mission and promote philanthropy.
- Ensure effective management of a comprehensive donor database of past and potential donors which includes accurate records to support relationship building for the purposes of generating charitable support.
- Include the President and Chief Executive Officer and Foundation Board in the fundraising process and the cultivation of meaningful relationships with key donors.
- Oversee comprehensive grant program that includes funding requests, grant applications, operational processes and impact reporting.

- Assure process and record documentation in accordance with regulatory requirements, professional standards, and system procedure/policy.

Qualifications

Qualities and experiences that ideal candidates should display include:

- Baccalaureate degree from an accredited college or university.
- Ten years of experience in a nonprofit environment, with preference in healthcare
- Seven or more years of successful service in a fundraising leadership role that includes supervision in a comprehensive and complex development enterprise.
- History of taking on increasing responsibilities.
- Ability to provide inspiring leadership and foster a collaborative working environment in a highly matrixed organization.
- History of coaching and mentoring direct staff and encouraging professional growth.
- Proven track record of success related to individual giving, grants and campaigns. Ability to effectively work with individuals, corporations and foundations.
- Demonstrated history of growing and advancing philanthropy within a complex, matrixed organization.
- Proficiency with major gift programs including metrics driven management and data analytics.
- Experience with budgeting and fiscal management.

Preferred

Preference will be given to candidates that also display one or more of the following:

- Advanced academic degree.
- Fundraising certification (ACFRE, CFRE, FAHP, CAP or equivalent professional designation).
- Management experience in healthcare or academic medicine.
- Thorough understanding of planned giving vehicles.

Memorandum

The salary and benefits are competitive and commensurate with experience and qualifications. Paschal • Murray supports the commitment of our client in encouraging applicants from diverse backgrounds and cultures. As a condition of employment, our client reserves the right to conduct background verification including academic, work, driving, credit, and criminal histories.

This position announcement is not intended to be an exhaustive list of all responsibilities and requirements. It is presented as a fair reflection of the principal job elements.

Nominations and applications are welcome. Please send résumé and letter of application as separate documents attached to an e-mail message to:

Beau Cummings, Senior Search Consultant

beau@paschalmurray.com

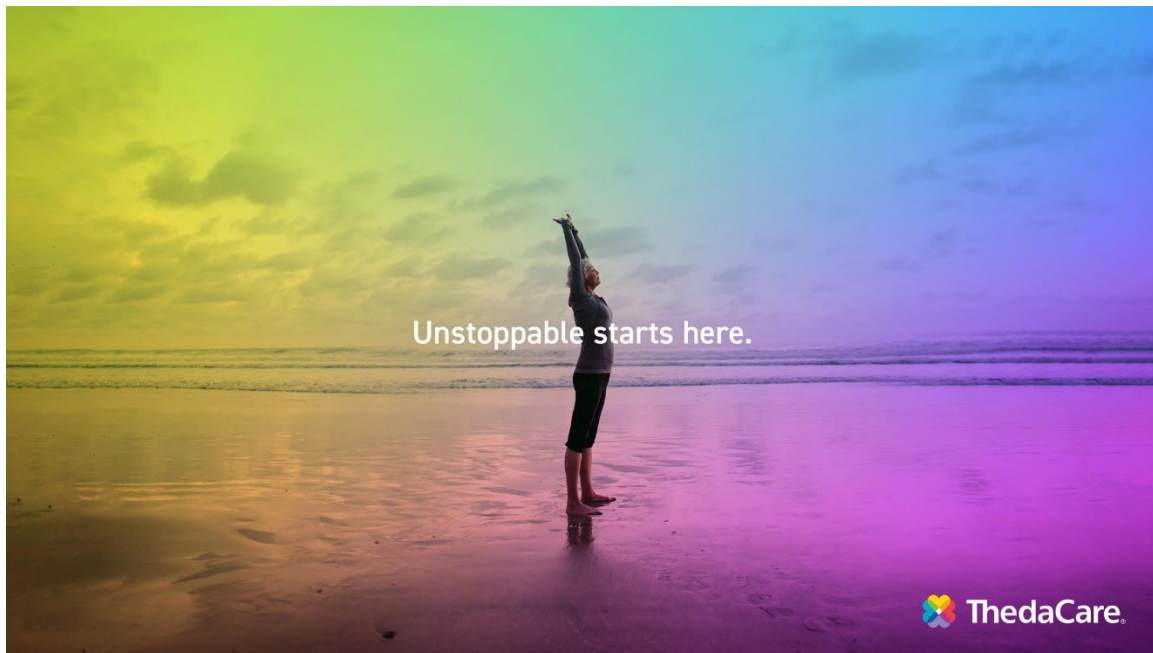
Paschal • Murray

Executive Search

Voice: (760) 863-4512

San Diego • Wilmington

www.paschalmurray.com



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