

Position Announcement



The Elizabeth Hospice

Leading. Human. Kind.

Chief Philanthropy Officer

The Elizabeth Hospice

San Diego, California

Reports To

President and Chief Executive Officer

Organization Profile

The Elizabeth Hospice (TEH), a nonprofit hospice and healthcare leader, has been providing medical and emotional support to patients and families facing the challenges associated with an advanced life-limiting illness and restoring hope to grieving children and adults who are feeling lost and alone. Since 1978, The Elizabeth Hospice has touched the lives of more than 125,000, offering medical and emotional support, regardless of the patient's ability to pay.

The Elizabeth Hospice is highly regarded for its unique, holistic approach to end-of-life and serious illness care. Key features and services include:

- **Palliative & Hospice Care:** Provides comfort-focused care in patients' homes or care facilities to manage pain, relieve stress, and improve quality of life.
- **Pediatric Program:** Offers highly specialized medical and emotional support specifically designed for children and infants.
- **Veteran Care:** Known for its dedicated veteran program, caregivers are trained to address service-related traumas and moral injuries.

- **Heart Failure Certification:** It is one of a select few hospices nationwide certified by the American Heart Association for specialized heart failure care.
- **Grief Support:** Offers extensive counseling and peer support groups for children and adults, which are open to the wider community regardless of whether the individual used their hospice services.
- **Nonprofit Promise:** Operating as an independent, nonprofit organization, they provide care to everyone in need, ensuring no one is turned away due to an inability to pay.

The organization is accredited by The Joint Commission and is a member of the California Hospice and Palliative Care Association, the National Partnership for Healthcare and Hospice Innovation, the Coalition to Transform Advanced Care and the National Hospice and Palliative Care Organization.

Mission

“To enhance the quality of life for those nearing the end of life’s journey and for those who grieve.”

Vision

“The Elizabeth Hospice aspires to a world in which every life ends with compassion, dignity and peace.”



**Position
Summary**

The Chief Philanthropy Officer (CPO) will be responsible for the development, implementation and management of the overall fundraising strategies. The CPO will effectively drive the expansion and diversification of philanthropic revenue by cultivating relationships with donors, small to medium sized businesses, large corporations and other constituents that support nonprofit organizations and healthcare and hospice related missions. Responsibilities will include the strategic and operational management of all programs and services including planning, organizing, staffing, and leading fundraising initiatives. The Chief Philanthropy Officer assures an intergenerational approach is applied to programs and services.



**Specific
Responsibilities**

- In collaboration with the CEO and the Chair of the Board, the CPO will develop and execute multi-year development strategies for all aspects of TEH's fund raising programs; adjust strategies and budget for adherence to established goals and objectives and revenue generation objectives.
- Develop the overall grant management strategy of the organization in conjunction with the Chief Financial Officer.
- Oversee the writing of grant proposals and reports to corporate, Board, and government funders.
- Partner closely with the Chair of the Philanthropy Committee and execute a fundraising strategy to significantly grow the sustainable fundraising efforts.
- Develop and implement a plan for identifying, educating, cultivating, soliciting and stewarding donors across the Southern California area.
- Effectively manage and maintain a portfolio of major gift prospects.
- Implement strategies to broaden and deepen relationships with existing donors; promote a bond of loyalty and support between TEH and it's donors to encourage higher levels of support.
- Oversee a professional gift planning program.

- Work closely with the Director, Marketing and Communications, to lead the strategic communications and messaging efforts for the department that will deliver the brand story, message and promise in a clear and distinctive manner to all stakeholders; ensure alignment with TEH's system-wide messaging.
- Effectively engage and support the CEO, members of the Philanthropy Committee Board, leadership, physicians, and volunteers in fundraising activities, as appropriate.
- Train, educate and lead board members, staff and volunteers in support of fundraising efforts.
- Supervise fundraising team.
- In coordination with leadership, utilize metric based performance measures. Regularly evaluate staff and the success of fundraising strategies.
- Represent the organization in meetings with individuals and representatives of corporations, foundations for solicitation and cultivation purposes.
- Interface with regional and national hospice organizations and community leaders to identify new methods of fundraising and high-level strategic development of new resources.
- Support the Board and its committees by providing guidance and leadership through planning, board member recruitment/selection, education and development, as needed.
- Submit regular, transparent reports to the Board and its committees.
- Ensure fundraising and operational best practices are in place. Confirm that the philanthropic policies and practices comply with all local, state and federal laws, regulatory requirements, TEH policy and donor instructions.
- Oversee systems for proper and transparent recording of gifts, ensuring accountability and timely stewardship.



The Elizabeth Hospice patient, Carmin, and her family.

Family is forever.
Supporting them is our mission.



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- Qualifications** Qualities and experiences that ideal candidates should display include:
- Baccalaureate degree from an accredited college or university.
 - Fifteen years of professional experience; five years of service in a fundraising leadership role that includes supervision of a comprehensive development program.
 - Ability to support, mentor and encourage professional growth for direct reports.
 - Demonstrated success related to increasing philanthropic revenue through grant writing, fundraising campaigns, annual giving and major gift solicitation from individuals, foundations and corporations.
 - History of growing and advancing philanthropy within a complex organization.
 - Proficiency with major gift programs including metrics driven management and data analytics.
 - Experience with budgeting and fiscal management of departmental finances.

- Preferred** Preference will be given to candidates that also display one or more of the following:
- Advanced academic degree or equivalent.
 - Professional fundraising certification/designations (CFRE, ACFRE, FAHP, CSPG, CAP) or equivalent.
 - Fundraising experience in a hospice/healthcare setting and grateful patient fundraising.
 - Experience leading multiple components of a fundraising program.
 - Proficient knowledge of hospice or healthcare philanthropy.
 - Thorough understanding of estate and gift planning.

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

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