

EXECUTIVE DIRECTOR



EXECUTIVE BRIEF



TABLE OF CONTENTS

The Opportunity	1
About Brockville General Hospital	1
About Brockville & District Hospital Foundation	2
Foundation Board of Directors	3
Additional Information	3
Key Duties & Responsibility	3
Qualifications and Key Competencies	5
Living in the Brockville Area	6
Biographies	7

FOR MORE INFORMATION

KCI (Ketchum Canada Inc.) has been retained to conduct this search on behalf of Brockville and District Hospital Foundation. For more information about this new role, please contact Samantha David, Associate Vice-President, KCI Search + Talent at BDHF@kcitalent.com

All inquiries and applications will be held in strict confidence. Interested candidates should send resume and letter of interest to the email address listed above by **May 26, 2022**.

Please note that the hiring salary range for this position is **\$110,000 to \$135,000** and includes an excellent benefits package.

As the Brockville & District Hospital Foundation (BDHF) office is situated at the Brockville General Hospital, BDHF staff must comply with the Hospital's Vaccination Policy. All individuals working on site at any of the hospital's properties must be fully vaccinated.





Executive Director

Brockville and District Hospital Foundation

THE OPPORTUNITY

Brockville and District Hospital Foundation is seeking a strategic and community-minded Executive Director to lead our Foundation towards its next stage of innovation and growth in support of Brockville General Hospital.

With a mandate to support and advance the excellent patient experience provided by our Hospital, the new Executive Director will purposefully build on our outstanding fundraising achievements to date, which have included support for much-needed equipment and programs, along with a successful \$20M Capital Campaign. With diplomacy and excellent relationship-building skills, the successful candidate will further strengthen the relationship with our hospital, so together we can build stronger outcomes for our community through fundraising growth and exceptional donor relations.

Reporting to the Foundation Board of Directors and leading a high-performing team of five, the new incumbent will bring vision, big picture thinking, and an eye to future. Embracing the opportunity to learn about and engage with our generous community of donors, the Executive Director will develop and execute plans to expand opportunities for support from diverse groups across the United Counties of Leeds & Grenville.

With strong business acumen and experience driving operations with strategy and rigour, the Executive Director will build and improve Foundation systems and processes, bringing greater efficiency and effectiveness within our organization.

We look forward to welcoming our new Executive Director who will eventually make their home in our beautiful community.

ABOUT BROCKVILLE GENERAL HOSPITAL

Brockville General Hospital (BGH) is a growing community hospital, located on the banks of the St. Lawrence River in Brockville, Ontario.

Our hospital provides comprehensive services located at three sites:

- **Charles Street** – Full acute care services including ambulatory clinics, an emergency department, surgical services, an ICU, palliative care, mental health services, rehabilitation services and women and children's programs; along with other services and supports.



- **Front Avenue Resource Centre** – Outpatient care and mental health crisis services.
- **Strowger Boulevard site** – Assault support services along with a range of pediatric services and infant and child services.

Committed to patient-centred care and focused on continuous improvement, BGH strives to balance financial and operating needs to support the delivery of safe, quality patient care. In 2020, as part of BGH's "Under One Roof" Redevelopment Project, the new Donald B. Green Tower was opened combining all inpatient programs and services under one roof. The 175,000-foot tower helps BGH provide state of the art care to residents across Leeds Grenville in a modern healthcare setting. Since its opening, over 1,260 patients have received care at the new site with the Hospital's Inpatient Rehabilitation, Integrated Stroke Unit, Complex Medical Management, Palliative Care programs and Inpatient Mental Health program now relocated to the Donald B. Green Tower.

OUR MISSION

Driven by the needs of our community, we collaborate with our patients, their families and our partners to deliver the best healthcare experience.

OUR VISION

Achieving excellence together.

OUR VALUES

We believe...

- Together, we are accountable to deliver excellent healthcare.
- Everyone deserves compassion and respect.
- Professionalism matters: be proud and be actively present.
- Teamwork is key to our success.

When each of us lives these values, we fulfill our mission with integrity and move closer to achieving our vision.

ABOUT BROCKVILLE AND DISTRICT HOSPITAL FOUNDATION

The Brockville and District Hospital Foundation (BDHF) supports the Brockville General Hospital's mission to provide an excellent patient experience – guided by the people we serve and delivered by people who care.

The BDHF is a charitable Foundation and the fundraising arm of the Brockville General Hospital, raising funds for capital, equipment and program needs. The BDHF also provides funding support for the hospital's [Palliative Care Program](#). This hospital program relies extensively on donations and community supporters. In 2020, the Foundation completed a successful \$20M capital campaign in support of the Donald B. Green Tower. We are now moving into an MRI and Equipment Campaign to support the hospital's ongoing needs for state-of-the-art equipment.



The Foundation is humbled by the unfaltering support of the donors from the United Counties of Leeds and Grenville. This financial support helps the Brockville General Hospital to continue to provide quality programs and modern equipment needs to the community.

BOARD OF DIRECTORS – FOUNDATION

Marilyn Rettig, Outgoing Chair

Linda Hansen, Vice-Chair,
Incoming Chair

Heather Halladay, Past Chair

Ainslie Coleman

Hugh Hammond

Dennis Hudson

Scott MacCrimmon

Brian Normandin

Tom O’Shaughnessy

Chris Puddicombe

Kevin Tackaberry

Dawn Tymianski

Nick Vlacholias, BGH President & CEO

Jamie Wright

ADDITIONAL INFORMATION

- [Brockville and District Hospital Foundation Website](#)
- [Brockville General Hospital Website](#)
- [BDHF's 2020 Annual Report](#)
- [Upcoming BDHF's Events](#)
- [BDHF Newsletters](#)
- [BDHF Stories](#)
- [Foundation Board of Directors Bios](#)

KEY DUTIES & RESPONSIBILITIES

Leadership & Governance

- Work collaboratively with the Board, Foundation staff and hospital partners to drive the overall Foundation strategy and planning in support of a culture of growth and success.
- Collaborate with the Foundation Board to develop the strategic plan, ensuring input from key internal and external stakeholders.
- Develop, deliver and monitor an annual operations plan that implements strategies and tactics that position the Foundation for growth in alignment with strategic objectives.
- Build a collaborative, mutually beneficial relationship with the CEO of the Brockville General Hospital that supports a unified approach to patient-centred fundraising and aligns with the donor bill of rights.
- Meet regularly with relevant clinical and other members of the BGH Senior Leadership Team to ensure the Foundation has a solid understanding of current and future hospital needs and that the Brockville General Hospital team is oriented and engaged with any requirements related to the cultivation, recognition and stewardship of major donors, and other relevant activities and initiatives of the Foundation.

- Strengthen Foundation policies, processes and staffing structure to increase overall efficiency and accountability ensuring the effective overall management, human resources, and program development.
- Act as the main representative and spokesperson for BDHF within the hospital and externally in the community, with media, at events etc., building and maintaining relationships that support greater philanthropic support for the Foundation.
- Provide reports at scheduled Board meetings and other materials to support Board oversight in a timely manner, attending meetings and supporting all activities in an ex-officio role.
- Identify, assess, and inform the Board of internal and external risk factors, which may affect annual objectives.

Operations and Team Management

- Work collaboratively with the Donations Database Manager, the Board Treasurer and the Board Finance & Budget Committee to oversee effective fiscal management and control systems for the Foundation and provide oversight and leadership to ensure the preparation of comprehensive annual budgets.
- Administer funds according to donor directions and the budget as approved by the Board, including monitoring, and approving all major expenditures, service contracts, etc.
- Act as a liaison between donors and the hospital, ensuring that donations are directed to the areas of greatest need and applied as requested by the donor.
- Manage, coach and mentor the staff team of five towards meeting Foundation goals and objectives.
- Ensure the development of individual and team goals and performance targets with measurable outcomes that are assessed on a regular basis.
- Assist in the recruitment, orientation and ongoing support of the Board and other senior volunteers, supporting their ability to complete Foundation related activities that ensure the fundraising needs of BDHF.
- Strengthen Foundation communication channels (website, social) and other activities and technology in conjunction with the creation of an updated marketing and communication plan.

Fund Development & Donor Relations

- Lead the Foundation team to meet and exceed \$2M+ in fundraising goals along with other objectives as outlined in the annual plan.
- Build a culture of philanthropy in partnership with Foundation staff and with the Hospital that supports a greater understanding of and support for the importance of adopting best practices in fundraising and donor relations to raise funds within a highly competitive philanthropic landscape.
- Work with staff to develop new opportunities to give to the Foundation by expanding the donor audience through the creation of initiatives and programs that target potential donors from various demographics.
- Work in collaboration with Foundation staff and the hospital to develop consistent and creative cultivation, recognition and stewardship policies and practices.

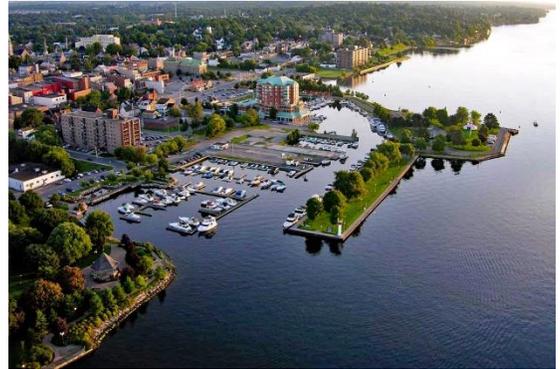
- Work in collaboration with staff to cultivate, recognize and steward major and other donors, acting as the lead with key donors as required.

QUALIFICATIONS AND KEY COMPETENCIES

- Progressive senior leadership experience in a charity or non-profit with a focus on fundraising and/or marketing.
- Strategic thinker with a proven ability to operationalize strategic objectives into successful annual business plans.
- Demonstrated success contributing to fundraising programs and projects such as major gift fundraising, capital campaigns, planned giving and annual campaigns.
- Major gift fundraising success, including direct involvement cultivating, soliciting, and stewarding major donors.
- Excellent relationship building skills with the ability to engage, motivate and unify individuals and groups with diverse backgrounds in a manner that increases philanthropic support.
- Previous experience working with a Board of Directors and engaging Board members and/or other leadership volunteers in fundraising activities.
- Experience promoting and meeting growth targets for programs and/or initiatives.
- Proven track record leading successful teams with the ability to lead, coach and develop staff to achieve results.
- Financial acumen, including experience managing budgets and demonstrating fiscal accountability.
- 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 goals and activities.
- Excellent verbal, written and presentation skills with the ability to engage diverse audiences.
- Proven ability to build and maintain effective relationships with hospital leadership and colleagues, or their equivalent in a non-healthcare environment.
- Demonstrated success building, leading and inspiring high functioning teams.
- Experience developing effective organizational systems and processes.
- Tenacious and resilient with a positive outlook and “can-do” attitude.
- Strong negotiation, problem-solving and conflict resolution skills.
- Desire to live and immerse themselves into a new community, taking the time to learn its nuances and engage with its residents.
- Skilled at managing multiple priorities and meeting deadlines.
- Knowledge of tools and technology to support fundraising success and overall efficiency, including donor management and/or CRM database Experience with Prodon an asset.
- A demonstrated passion for healthcare philanthropy with experience working in a healthcare environment is considered an asset.
- Ability to work evenings and weekends as required.
- A valid driver’s license with regular access to a vehicle.

LIVING IN THE BROCKVILLE AREA

Incorporated as a Town in 1849 and later as a City in 1962, the City of Brockville has a rich history as one of Ontario's oldest and most charming communities. Brockville is considered to be the eastern gateway to the 1000 Islands region and sits in the beautiful United Counties of Leeds Grenville. With approximately 75,000 residents and located by the beautiful St. Lawrence River, the United Counties offer many of the amenities found in larger suburban areas. Residents enjoy being surrounded by the beauty of nature and a slower pace without traffic, long commutes, and congestion: while still having easy access to larger centers such as Kingston and Ottawa.



No matter where you live in Brockville/Leeds/Grenville, you are never more than a drive or even a walk from where you want to be: waterfront parks, walking/bike trails, marinas, stores, restaurants, theatres, schools, athletic fields, athletic clubs, wheel-chair accessible play structures, splash pads, skateboard parks, indoor arenas, outdoor ice rinks or golf courses. Patrons of the arts will find a thriving arts community from modern galleries and studio tours to the Brockville Arts Centre (BAC). Considered one of Canada's finest medium-size

historic theatres, the BAC houses a 700+ seat auditorium that welcomes guests to amateur and professional theatre productions, concerts, comedians, and music festivals.

In the summer there is easy access to boating, fishing, sailing, camping, golfing, cycling and hiking among many other exciting activities. In winter, there is still lots to do, including cross-country skiing, snowmobile, hiking, ice fishing, ice boating, and skating. You can even enjoy downhill skiing just a short drive away!

For more information on the United Counties of Leeds & Grenville area, visit the following websites: [City of Brockville](#), [Brockville Tourism](#) and [Discover Leeds and Grenville](#).

BIOGRAPHIES

Linda Hansen

Incoming Chair, Brockville and District Hospital Foundation



Linda joined the Brockville & District Hospital Foundation Board of Directors in June 2017. As a registered nurse with a Master's Degree in Gerontological Nursing, she has served for 40 years in a variety of teaching and health care settings ranging from hospital to community and primary care. A passion for healthy living led to her certification as a CanFitPro group fitness instructor with many years of teaching at Goodlife Fitness.

Linda is co-founder and past President of the Leeds-Grenville Alzheimer Society and was actively involved in her children's schools serving as President for both the Vanier Public School and Brockville Collegiate Institute Parent Councils. She was also an active member of the local Home and Community Care Board as well as the Lanark, Leeds & Grenville District Health Council.

Linda's loyalty towards the Brockville General Hospital began early in her nursing career as unit manager of complex care on the 5th Floor. In addition, both of her children were born there. She was a member of Brockville General Hospital Board of Governors where she eventually assumed the position of Vice-Chair and Chair of the Quality and Patient Care Committee for several years. Her dedication towards the hospital continues with a focus on fundraising in support of its valued Palliative Care Program and ensuring that all dedicated hospital staff have access to modern equipment needed to provide the highest quality of care to the patients they serve.

Nick Vlacholias

President & CEO, Brockville General Hospital



Nicholas (Nick) Vlacholias joined Brockville General Hospital as President and Chief Executive Officer in July 2017. Previously, he served as the Senior Vice President and Chief Financial Officer at the Children's Hospital of Eastern Ontario (CHEO) leading a team comprised of clinical departments and corporate services. Nick has more than 20 years of experience transforming and integrating health care organizations into high-performing centres. Prior to joining CHEO in March 2012, Nick served as the Chief Operating Officer at Cornwall Community Hospital where he successfully led the complex merger of the two Cornwall

Hospitals.

Nick is a Chartered Professional Accountant (CPA, CA) and graduated from the Honours Bachelor of Business Administration from Wilfrid Laurier University in 1990.

Nick has participated as a Director with the Eastern Ontario Regional Laboratory Association (EORLA), and over the past five years, he has served as a member of the Board of Directors for the newly amalgamated Mohawk Medbuy Corporation and its predecessor organization Medbuy Corporation.

Dawn Tymianski

Incoming Vice-Chair, Brockville and District Hospital Foundation



Dawn joined the Brockville General Hospital Board in June 2021. She is a Nurse Practitioner and holds a master's degree in Nursing and a master's degree and PhD in Organizational Systems. Dawn has more than 30 years of nursing experience, working in Toronto hospitals. Dawn's most recent role was as the Chief Executive Officer of the Nurse Practitioners Association of Ontario (NPAO). She continues to teach in the graduate department of nursing at the University of Toronto.

Dawn has served on previous Boards including as a Director of the NPAO, and as the incumbent Vice President of the World Federation of Neuroscience Nurses. In this role, Dawn chaired many international committees with the goal of developing international neuroscience nursing standards. Dawn is the author of a highly cited neuroscience nursing textbook.

Dawn and her husband Michael moved to Brockville in November 2020. They have 4 children and 3 grandchildren. When not enjoying the winter views of the river, Dawn can be found at their island cottage near Rockport with their Leonberger Nelson.

Kevin Tackaberry

Incoming Co-Vice Chair, Brockville and District Hospital Foundation



Kevin Tackaberry previously served as a Foundation board member in 2007 when the St. Vincent de Paul Hospital Foundation and the Brockville General Hospital Foundation first amalgamated. Kevin returned to sit on the foundation board in June 2019.

Kevin has lived all his life in the Athens area and works in the family business of G. Tackaberry & Sons. When not devoting his time to his work, Kevin can be seen cruising around on Charleston Lake in one of his antique motorboats.

Kevin's other community involvements include the Athens District High School Alumni, the Thousand Islands Boat Museum and the Athens Christmas Parade.