

CHIEF EXECUTIVE OFFICER





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For More Information

KCI Search + Talent has been retained to conduct this search on behalf of Strathroy Middlesex General Hospital Foundation. For more information about this opportunity, please contact Samantha David or Jill Anderson, KCI Search + Talent, by email at SMGHF@kcitalent.com.

Interested candidates are invited to send a resume and letter of interest to the email address listed above by **September 23, 2024**. All inquiries and applications will be held in strict confidence.

Strathroy Middlesex General Hospital Foundation is committed to providing a safe, healthy and inclusive work environment that inspires respect. SMGHF is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, Indigenous people, persons with disabilities, and LGBTQ2++ persons. We are committed to providing persons with disabilities equal opportunities and standards of goods and services.

Accommodations are available on request at all stages of the selection process. Please advise the Search Consultants if you require accommodations.

Chief Executive Officer

THE OPPORTUNITY

The Strathroy Middlesex General Hospital Foundation is seeking a Chief Executive Officer with a passion for healthcare philanthropy to lead our Foundation towards its next stage of growth in support of Strathroy Middlesex General Hospital.

Reporting to the Foundation Board of Directors and leading a dedicated staff team, the CEO will use their skills in senior leadership to guide operations towards the achievement of annual and strategic goals. Collaborative and authentic, the new CEO will also leverage their fundraising knowledge and experience to create and implement a vision and plan for our Foundation which will inspire donors, prospects, and the community towards greater engagement. A dynamic relationship manager, the CEO will also work successfully with Foundation and hospital staff, the Board of Directors and community partners to identify new fundraising opportunities and expand donor audiences.

This is an exciting time to join Strathroy Middlesex General Hospital Foundation as we partner with the hospital on several key initiatives. We look forward to welcoming our new CEO to our Foundation who will eventually make their home in our beautiful community.

The target salary range for this role is \$160,000 - \$180,000, plus comprehensive benefits and a pension plan. This position will commence in January 2025.



ABOUT STRATHROY MIDDLESEX GENERAL HOSPITAL

Strathroy Middlesex General Hospital (SMGH) is one of two hospital sites of the Middlesex Hospital Alliance and serves a population of approximately 35,000 residents is the second fastest growing township (region or County) in Ontario. The hospital's community includes the Town of Strathroy, a bustling urban centre of 12,500 with a vibrant downtown of quaint shops, restaurants and services.



SMGH is a full-service family-centred community hospital providing a comprehensive range of diagnostic and ambulatory services, as well as both primary and secondary care.

The hospital operates 54 acute care beds along with a comprehensive range of diagnostic and outpatient services. Medical staffing includes a number of active local family physicians, internists, surgeons and specialists. Total staffing for the hospital including full-time and part-time staff is approximately 300.

The hospital has experienced tremendous support from the community since it opened its doors in 1914 as the result of a generous donation of property and hospital supplies through community fundraising.

ABOUT STRATHROY MIDDLESEX GENERAL HOSPITAL FOUNDATION

Strathroy Middlesex General Hospital Foundation is dedicated to raising funds for the delivery of quality healthcare to the people of Strathroy-Caradoc and surrounding communities.

We are committed to funding both capital and other needs of the hospital, and in some cases, we provide operational seed funding for new transformational programs, services, and projects, including building renovations and new construction.

Since 1989, the Foundation has raised and transferred over \$32 million to the Hospital in support of patient care, equipment, building and renovation projects, new patient care programs and employee and physician education.



Foundation Mission

Community healthcare is a partnership.

Just as patients can't care for their health alone, the Foundation can't exist without their support. To keep SMGH strong, we must invest in technology, equipment, and continuing education.

The Foundation inspires local giving through its fundraising programs, linking donors to the needs which help to sustain our vibrant community hospital.



Our Vision

To inspire local giving and sustain Strathroy Middlesex General as a vibrant community hospital.

At the SMGH Foundation, our mission is clear and unwavering: to advance healthcare excellence in Strathroy and Middlesex County. We are committed to making a positive and lasting impact on the well-being of our community.

 <h4>Strengthening Community Partnerships</h4> <p>Building a healthier community is a collaborative effort. We work closely with local community organizations and individuals to strengthen partnerships and address healthcare needs collectively.</p>	 <h4>Financial Transparency</h4> <p>Transparency and accountability are fundamental to our foundation. We are committed to ensuring that your donations are used effectively and efficiently. Our financial practices are guided by the highest standards of integrity.</p>	 <h4>Community Engagement</h4> <p>We engage with our community through awareness campaigns, events, and educational initiatives to foster a sense of shared responsibility for our community's health and well-being.</p>
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SMGH FOUNDATION BOARD OF DIRECTORS

Mike McGuire, Chair
Robert Giorgini, Vice Chair
Mitchell Geerts, Treasurer
Vanessa Bernyk, Secretary
Matt Bellia, Director

Maria Tzirakos, Director
Bonnie Twyford, Director
Melanie Stanley, Director (Ex-officio)
Julie McBrien, Director
Jonathon Barnett, Director

ADDITIONAL INFORMATION

- [About SMGH Foundation](#)
- [SMGH Foundation Team](#)
- [SMGH Foundation Financial Statements](#)
- [Success Stories and Testimonials](#)
- [SMGH Foundation Events](#)
- [SMGH Foundation News](#)
- [MRI Campaign Launch](#)

- [Middlesex Hospital Alliance](#)
- [About MHA](#)
- [About SMGH](#)
- [MHA Leadership](#)
- [MHA Board of Directors](#)
- [MHA Strategic Plan](#)

KEY DUTIES & RESPONSIBILITIES

Strategy, Leadership & Planning

- 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, success and cooperation.
- Collaborate with the Foundation Board to develop the strategic plan, ensuring input from key internal and external stakeholders.
- Develop, deliver and monitor the annual operational plans, positioning the Foundation for growth in alignment with strategic objectives.
- Work with Foundation staff and Hospital leadership to establish the Foundation's fundraising priorities and case for support.
- Build a collaborative, mutually beneficial relationship with the CEO and Senior leadership of Middlesex Hospital Alliance that supports a unified approach to patient-centred fundraising and aligns with the donor bill of rights.
- Develop respectful and cohesive relationships with members of the hospital team to ensure the Foundation has a solid understanding of current and future hospital needs and that the Strathroy Middlesex General Hospital and Middlesex Hospital Alliance teams are oriented and engaged with any requirements associated with the cultivation, recognition and stewardship of major donors, and other activities and initiatives of the Foundation.
- Develop, review and update policies and strategies for the Foundation related to human resources, fundraising, program development, and financial management.
- Provide reports at scheduled Board meetings and develop other materials to support Board oversight in a timely manner, attending meetings and supporting all activities in an ex-officio role.
- Model leadership that promotes Foundation and Hospital values within all Foundation activities.

Operations

- Oversee the effective fiscal management and control systems for the Foundation, as well as the preparation of comprehensive annual budgets, in collaboration with the Board Treasurer and the Board Investment and Finance Committee.
- Work with the hospital team to ensure funds and donations are administered according to donor directions.
- Manage, coach and mentor the staff team towards meeting Foundation goals and objectives, annually evaluating performance against goals and targets.
- Assist in the recruitment, orientation and ongoing support of the Board and other senior volunteers, supporting their ability to complete Foundation-related activities.

Resource Development

- Provide leadership and long-term vision to increase the organization's fundraising revenue as outlined in the annual plan.
- Continue to build a culture of philanthropy in partnership with the Foundation and Hospital teams that support a greater understanding of and support for adopting best practices in fundraising and donor relations to raise funds within a competitive philanthropic landscape.
- Work with staff and volunteers to develop and implement existing and new strategies to expand donor audiences.
- Identify, cultivate, solicit and steward corporate and individual major and transformational gifts, providing accountability and recognition.
- Working with the Fundraising staff team, guide and oversee campaign plans and fundraising approaches, along with evaluating results.
- Develop, administer, and monitor existing new fundraising programs, projects, and activities of the Foundation.
- Introduce donors and prospects to planned-giving instruments, including bequests, endowment gifts and life insurance policies.
- Work in collaboration with staff to ensure the collection and stewardship of gift pledges.
- Administer a donor recognition program that includes prompt and appropriate responses for all gifts, details on the impact of gifts, and opportunities for donors to remain engaged with the Foundation.

Community Relations

- Act as the main representative and spokesperson for the Foundation internally and externally in the community, with media, at events etc., building and maintaining relationships that support greater philanthropic support for the Foundation.
- Develop and oversee an annual communications program in alignment with the hospital that promotes and supports revenue generation goals.
- Ensure high visibility and a strong positive reputation of the Foundation through oversight of a portfolio of fundraising, cultivation and awareness events, conducted by the Foundation and by community groups and individuals.
- Maintain a high profile in the community through active involvement in community and social organizations to promote support for the Foundation.
- Work with Middlesex Hospital Alliance and Four Counties Health Services Foundation to explore opportunities for joint fundraising projects, as appropriate.

QUALIFICATIONS AND KEY COMPETENCIES

- Progressive senior leadership experience in the non-profit sector that includes fundraising accountability.
- Experience working with a Board of Directors.
- Strategic thinker with a proven ability to operationalize strategic objectives into successful annual business plans.
- Experienced fundraiser with a demonstrated ability to increase revenue and meet/exceed financial targets within deadlines.
- Proven success contributing to fundraising revenue streams such as major giving, annual campaigns, planned-giving, community fundraising, and special events.
- Demonstrated experience with financial oversight, budgeting and reporting for a charity.
- Conversant with the rules and regulations governing a charitable Foundation with up-to-date knowledge of issues, trends and innovation that can support results in the non-profit sector.
- Demonstrated ability to recruit and develop talent and build high-performing teams.
- Strong negotiation, problem-solving and conflict-resolution skills with the ability to deal with complex strategic and operational issues.
- Enthusiasm, outcome focus and a passion for excellence.
- Excellent verbal, written and presentation skills.
- Exceptional interpersonal skills with the ability to relate to and build relationships with diverse groups of donors and community members.
- Conversant with the rules and regulations governing a charitable Foundation, with current knowledge of issues, trends and innovation that support results.
- The desire to live and immerse themselves into the Strathroy-Caradoc community, taking the time to learn its nuances and engage with its residents.
- Knowledge of tools and technology to support fundraising success and overall efficiency, including donor management and/or CRM database experience.
- A passion for healthcare philanthropy, with experience working in a healthcare environment is considered an asset.
- A post-secondary degree or equivalent experience in fundraising and/or business management.

LIVING IN STRATHROY AND MIDDLESEX COUNTY



Strathroy Middlesex (Strathroy-Caradoc, in the heart of Middlesex County) is nestled in southwestern Ontario, is a vibrant and welcoming community that offers a blend of small-town charm and modern amenities. The Strathroy Middlesex General Hospital supports rural Southwestern Ontario with a primary catchment area that includes the municipality of Strathroy-Caradoc and the township of Adelaide-Metcalf (Adelaide Metcalfe, North Middlesex, Southwest Middlesex and Middlesex Centre) It also services the Indigenous communities of Chippewa of the Thames First Nation, Oneida Nation of the Thames and Munsee-Delaware Nation.

This region is a growing community that provides a unique and fulfilling living experience for residents of all ages.

Community, Lifestyle and Culture

Strathroy Middlesex is known as a community where residents foster a strong sense of belonging. Local events and festivals, such as the Strathroy Hometown Festival and various farmers' markets, bring people together throughout the year. Cultural activities abound in Strathroy Middlesex, featuring an arts scene with local galleries, theaters, and music venues. The Strathroy Public Library and the Museum Strathroy-Caradoc offer cultural enrichment and educational resources for all ages.

Education and Health Services

Families with children appreciate the educational facilities available in Strathroy Middlesex. The region boasts reputable schools, ranging from primary to secondary education, and proximity to higher education institutions in nearby cities like London. As well, Strathroy Middlesex General Hospital provides comprehensive healthcare services, ensuring residents have access to quality care close to home.

Natural Beauty and Outdoor Activities

The community has parks, trails, and conservation areas that offer residents a chance to connect with nature. The Strathroy Conservation Area and Sydenham River provide easy access to hiking, picnicking, and birdwatching. If you enjoy more active pursuits, there are sports facilities, golf courses, and opportunities for fishing and boating.

Economic Opportunities

Strathroy Middlesex has a diverse and robust economy, supported by a mix of agriculture, manufacturing, and retail businesses. The region's strategic location, with easy access to major highways and proximity to larger urban centers like London, makes it an attractive place for businesses to thrive.

Real Estate and Living Costs

Housing in Strathroy Middlesex is considered both affordable and varied, catering to different preferences and budgets. Whether you're looking for a historic home with character, a modern townhouse, or a spacious rural property, the region has something to offer.

BIOGRAPHIES

Mike McGuire, Foundation Chair



Mike McGuire is Chair of the Board of the Strathroy Middlesex General Hospital Foundation and a board member for the past five years.

Born and raised in Strathroy-Caradoc and retired from 30 years of service with the Strathroy-Caradoc Police, Mike became the Deputy Mayor for Strathroy-Caradoc and a Councilor at Middlesex County Council.

Mike serves on the Boards of the Middlesex London Health Unit and Middlesex London Paramedic Board, Strathroy-Caradoc Fire Service Advisory Board, and the local Committee of Adjustment.

Mike has had the privilege of sitting as the Chair of Victim Services of Middlesex County, Board member with the Women's Rural Resource Centre Strathroy and numerous other related Boards and committees.

It has always been an honour and privilege for Mike to serve the community in which he lives.

Robert Giorgini, Foundation Vice Chair



Robert Giorgini is an Account Manager with Moffatt and Powell RONA Strathroy - a long time and loyal supporter of SMGH Foundation.

Professionally, Robert is a Project Manager with an extensive background in Not-For-Profit, Communications, Hospitality and Entertainment industries. Robert has previously held a number of senior leadership roles in various organizations including positions such as Director of Communication, General Manager of Operations and Director of Sales & Marketing as well as served on several Boards for over 30 years.

Robert has been a member of the SMGH Foundation Board of Directors since 2022, and currently holds the position of Vice-Chair and Chair of the Foundation's Governance Committee.

Julie McBrien, President & CEO, Middlesex Hospital Alliance



Julie McBrien (she/they) has held the position of President & CEO of the Middlesex Hospital Alliance, which includes Strathroy Middlesex General Hospital and Four Counties Health Services, since February 2023.

Julie is a Registered Nurse and holds a Master of Health Sciences (MHSc) degree from the University of Toronto. She is also a Certified Health Executive (CHE) through the Canadian College of Health Leaders. She lives in Strathroy.