ONTARIO
SPCA
AND HUMANE SOCIETY
CELEBRATING
150 YEARS

DIRECTOR of PHILANTHROPY

Position Brief

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FOR MORE INFORMATION

KCI Search + Talent has been retained to conduct this search on behalf of the Ontario SPCA and Humane Society. For more information about this opportunity, please contact Mia Gardiner, Senior Consultant, KCI Search + Talent by email at OSPCAPhil@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 **September 20, 2023.**

The Ontario SPCA and Humane Society provides accommodation during all stages of the recruitment process. Should you require any accommodation, or if you have questions, suggestions, or require documents regarding accessibility in a different format please advise Mia Gardiner at KCI Search + Talent and we will work with you to meet your accessibility needs throughout the process.

The starting salary range for this position is $100,000 to $125,000plus a full range of benefits.

The Provincial Office of the Ontario SPCA is in Stouffville and the position is hybrid with in-office days based on what is needed to lead and manage the team and portfolio. This position requires travel and a flexible schedule.

Director, Philanthropy

Ontario SPCA and Humane Society

THE OPPORTUNITY

The Ontario SPCA and Humane Society is seeking a strategic, growth-oriented fundraising professional to provide leadership as the Director of Philanthropy. This inaugural position will report to the Vice President of Development and will be responsible for leading the development of a province-wide Philanthropy team, implementation of a major gift strategy, development of capital campaign strategies, and will build and manage a portfolio of leadership donors.

The Director of Philanthropy is a key asset within the Ontario SPCA and Humane Society's integrated fundraising program and plan for revenue growth over the next five years. This role is accountable for developing the strategy, execution and oversight of mid-level, major gift, and foundation giving through a community-based and province-wide fundraising team.

This role will lead donor pipeline development, solicitation activity, revenue generation and strong donor relationships in purpose-critical communities across the province. The incumbent will recruit, lead, develop and mentor a team of direct reports including six new community-based relationship managers.

The Director of Philanthropy will be a subject-matter expert on philanthropy and relationship-based fundraising techniques and will collaborate with fundraising and mission delivery teams to encourage and support best practices in philanthropy. The Director will collaborate cross-functionally in a leadership role to achieve the portfolio's goals to generate new and increasing revenue for the Ontario SPCA's strategic funding initiatives.

ABOUT THE ONTARIO SPCA AND HUMANE SOCIETY

The Ontario SPCA and Humane Society is a registered charity that has been operating for 150 years. The Society provides care, comfort and compassion to animals in need in communities across Ontario. We value all animals and advocate to treat them with respect and kindness.

The Society strives to keep pets and families together and offers a variety of community support services, such as sheltering and adoptions; including emergency sheltering, feral cat management programs, animal transfers, food distribution, humane education, animal advocacy, and spay/neuter services. The Ontario SPCA does not receive annual government funding and relies on donations to provide programs and services to help animals in need.

Purpose:

We provide care, comfort, and compassion to animals in need; we value all animals and engage our communities to treat them with respect and kindness.

Priorities:

- Ensure the best possible support for animals in our care.
- Inspire healthy bonds between pets and people through accessible care, education, and community collaboration.
- Partner to influence and advocate for the welfare of animals in Ontario & beyond.

Values:

- Compassion
- Transparency
- Excellence
- Collaboration
- Accountability

Strategic Plan 2023 – 2028

What the public expects from us: *Deliver Care and Promote Animal Welfare*

- Provide accessible and affordable animal care
- Provide thought leadership and focus on animal welfare
- Ensure effective stewardship of donor support
- Support healthy bonds between pets and people

What our Communities Expect from us: *Inspire Trust and Loyalty in Our Communities*

- Be a preferred organization for volunteers, employees and donors
- Provide quality animal care and services
- Provide education on health and wellness for animals
- Be the voice for animals in our communities

Strategic Priorities:

Focus on Our Facilities

We will develop a facilities plan to ensure that buildings are safe and reliable for staff and animals in our care.

Enhance Community Support

The Society will create community-based services, such as emergency boarding, feeding pets for families in need, and launching a new Humane Education program.

Build a Central Ontario Regional Animal Centre

We will design and build a new facility that serves the Central Ontario Region and supports our Northern communities.

Develop a Plan for Animal Advocacy

We will collaborate with other organizations in animal welfare, advocating for policy changes and increasing awareness of animal welfare.

Enhance Our Impact and Influence In Animal Welfare Through Collaboration

We will consider opportunities to partner and collaborate with other SPCAs and Humane Societies on initiatives that support animal welfare.

Northern Outreach

We will partner with like-minded organizations and indigenous communities to provide sustainable resources to the North.

Pet Population Management In Our Communities

We will strive to increase access to spay/neuter services to underserved communities.

FUNDRAISING AT THE ONTARIO SPCA

Over the next five years, the Ontario SPCA and Humane Society is committed to growing donor engagement and philanthropic partnerships in our communities. This comes with a commitment to invest in resources and build on longstanding success with a renewed community fundraising strategy.

Last year with the generous support of a loyal donor base of animal lovers from across Ontario we raised $15.8 million dollars to support the Society's highest priorities and help keep pets and people together.

Strong relationships with long-standing donors drives revenue at the Ontario SPCA and Humane Society. Legacy donors contribute nearly half of our annual revenue, and our committed monthly donors average a cumulative 2 million per year in contributions. In addition, corporate partnerships, a host of special and community fundraising events across our 13 animal centre communities, and donations from donor hosted events are just a few fundraising activities that help make it possible for the Ontario SPCA's volunteers and team members to carry out critical animal wellness programs and services.

ADDITIONAL INFORMATION

Ontario SPCA website
About Ontario SPCA
2023 – 2028 Strategic Plan
Financial Statements & Annual Reports
Leadership Team
Board of Directors
How to Help/Donation Information
Ontario SPCA Services
Media Releases

BOARD OF DIRECTORS

Adam Delle Case, Chair
Renata Dinnocenzo, Vice Chair
Winnie Tang Broad, Treasurer
Krista Slade
Sandra Train
Shirley Langley
Len Butticci
Dr. Larry Wilder
Meg Houghton
Joshua Marando

KEY DUTIES AND RESPONSIBILITIES

Fundraising & Revenue Generation

- Provide strategic direction in the development and implementation of targeted philanthropic gift strategies for individuals, businesses and foundations in mission-critical communities across the province.
- Develop and execute an identification, cultivation and solicitation plan for community-based and province-wide donors and prospects with the goal of increasing revenue year after year.
- Generate and action a steady pipeline of potential philanthropic donors leveraging local and provincial colleagues and volunteers.
- Personally manage a portfolio of 50 to 70 philanthropic gift prospects; conduct cultivation, solicitation, and stewardship activities to meet revenue and KPI targets.
- Act as a subject-matter expert on philanthropy, relationship-based fundraising techniques and best practices; work collaboratively with colleagues across the Development Team in Annual Giving, Legacy Giving, Corporate Giving and Events, as well as in mission delivery including Community Outreach and Shelter Health and Wellness to help identify and steward philanthropic gift relationships and opportunities.
- Maintain current knowledge of mid-level, major gift and foundation granting trends through networking, research, and professional development.

Team Leadership and Administration

- Recruit, develop, mentor, motivate, and performance manage a team of six community-based Development Officers in the key mission-critical communities of Barrie, Durham, Sudbury and York Region, as well as East and Central Ontario.
- Oversee the revenue stream for major gifts and foundation grants.,
- Lead by example to build excitement and accountability with team members for our goals and the impact our donors enable.
- As Department lead for matters relating to community and relationship-based philanthropy, act as a liaison internally to all functional areas that support and/or benefit from these fundraising efforts.
- Collaborate with Community Outreach and Shelter Health and Wellness teams to ensure that new leads are identified and actioned in a timely fashion.
- Provide support and expertise with regard to the development of donor-facing materials to enable mid-level, major gifts and grants from individuals, businesses, and foundations.
- Draft gift agreements aligned with secured proposals and ensure fulfillment of agreed-upon gift recognition and stewardship.
- Develop a suite of customizable gift proposals for local and province-wide funding opportunities and donor-facing communications for use by the Philanthropy team that highlights urgency, need and impact.

Operational Planning and Analysis

- With the VP, Development, create and execute a multi-year plan to build and grow revenue through the Philanthropy fundraising portfolio.
- Operationalize KPI tracking and reporting functionality for the Philanthropy portfolio.
- Support the development of the Philanthropy fundraising portfolio budget and manage and monitor revenue and expense for all areas of accountability.
- Ensure effective practices and processes are in place to optimize integrated fundraising practices where donors may overlap with Annual Giving, Legacy Giving, Corporate Giving and Events.

- Provide detailed analysis, regularly reviewing financial and statistical information/data.
- Liaise with Database Administrator to ensure clean, accurate data records are maintained in Raiser's Edge and any coding needed for relationship management is implemented and current.

QUALIFICATIONS AND COMPETENCIES

- Proven track record in fundraising, including direct experience in securing gifts through relationship-based fundraising, and building new relationships with prospects, donors, and volunteers.
- Experience in revenue program leadership including experience recruiting, supervising, managing and leading high-performing front-line fundraising staff and teams.
- Demonstrated strategic thinking and leadership skills that include initiative, diplomacy, integrity, and creativity.
- Strong ability to motivate and facilitate the development of others, including direct and indirect reports.
- Ability to use tact and discretion and maintain confidentiality.
- Exceptional interpersonal skills, verbal communication and listening skills.
- Proven excellence in proposal development, writing and presentation skills.
- Ability to multi-task and adapt to change and shifting priorities.
- Pro-active, self-directed, and able to work in a fast-paced environment.
- Strong organizational skills with the ability to complete multiple tasks with a high volume of work often with tight deadlines.
- Ability and flexibility to work in a team environment.
- Certified Fund-Raising Executive (CFRE) designation is considered an asset.
- Working knowledge of Raiser's Edge, RE NXT.
- Availability to flex schedule for days, evenings, weekends, and holidays.
- Ability to work onsite at local animal centres and with travel to the provincial office in Stouffville.
- Ability to work remotely as approved.
- Must have a valid driver's license and access to a reliable vehicle for travel.
- A University/College degree is preferred; however, the combination of experience and education will be considered.

LEADERSHIP BIOGRAPHIES

Doug Brooks, President and Chief Executive Officer

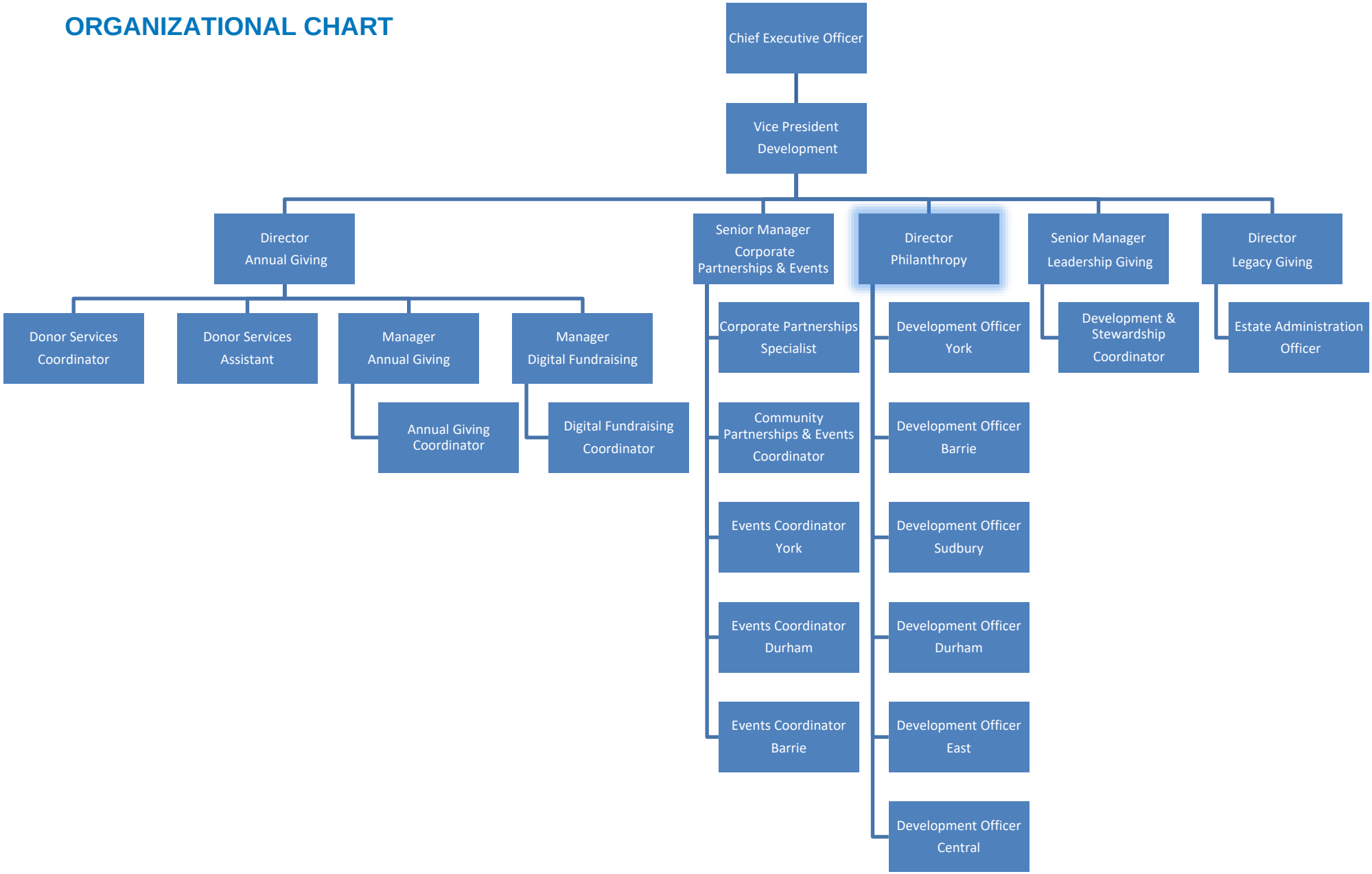
Doug Brooks joined the Ontario SPCA and Humane Society in September 2021. He brings to the Society a wealth of knowledge from his early days at Coca-Cola Canada, to leadership roles at CBC Television, NHL Enterprises, Certified General Accountants of Ontario, and the Canadian Marketing Association. Doug's diverse background has allowed him to recognize new opportunities for the Society and lead the Ontario SPCA as it helps more animals in communities across Ontario.

Doug plays an active role in his community, from coaching minor sports to having volunteered at the board level for the Rose of Sharon for York Region and the Finance Committee at Southlake Regional Hospital Foundation. Doug served six years on the Board of Governors at Seneca College as a vice chair and as the finance and audit committee chair.

Doug holds FCPA, FCGA and Chartered Director designations.

Stephanie Miller, Vice President, Development

Stephanie Miller is an accomplished senior fundraising professional. Stephanie brings over 24 years of fundraising experience in community engagement, special events, annual fund, leadership and legacy giving. In her current role as VP, Development, Stephanie is responsible for the leadership, strategic direction and execution of the Ontario SPCA and Humane Society's fundraising activities. Before joining the Ontario SPCA in 2017, Stephanie held various leadership positions with the Canadian Cancer Society and front-line fundraising roles with St. Andrew's College and Markham Stouffville Hospital Foundation.

Stephanie is a Certified Fund-Raising Executive (CFRE) with a passionate commitment to the philanthropic sector. Forward-thinking and focused on giving back, Stephanie takes pride in mentoring new fundraising professionals and is a member of the Board of Directors with the Georgina Community Food Pantry.

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