



Grandview Kids



EXECUTIVE LEAD - DEVELOPMENT

POSITION PROFILE

BNP
INSPIRE

EMPOWER PHILANTHROPY
ÉLEVER LA PHILANTHROPIE

About Grandview Kids

Grandview Kids is a champion for children and youth with physical, communication, and developmental needs in Durham Region. At its heart, Grandview is about helping every child live life at their full potential. Whether it's taking a first step, saying a first word, or reaching a new goal at school or home, Grandview is there with the care, therapies, and encouragement to make those milestones possible. Families come to Grandview not just for services, but for understanding, guidance, and hope.

From its headquarters in Ajax, Ontario, Grandview Kids delivers personalized programs and support through a committed team of paediatric professionals. The team works across a range of settings—including Grandview's main site and satellite locations—offering physiotherapy, speech-language pathology, occupational therapy, and specialized clinical services. Collaboration is key: Grandview connects with families, schools, and healthcare providers to ensure children get the right support in the right way, at the right time.

But Grandview isn't just about therapy—it's about building a stronger, more inclusive community. Through its values of trust, respect, accountability, innovation, and teamwork, the organization creates a warm and welcoming environment where families feel seen and supported. Every service, every interaction, and every success story is rooted in a belief that children with disabilities deserve to dream big and reach high.

Fundraising plays a vital role in making this work possible. Through the support of donors, Grandview Kids Foundation helps bridge funding gaps and make essential programs accessible to more families. From legacy giving to community events and corporate partnerships, fundraising efforts help fuel new projects, upgrade equipment, and expand services that directly impact children's lives. With recent changes bringing fundraising activities in-house, Grandview is entering a new chapter—one filled with opportunities to grow its donor base and strengthen community ties.

Above all, Grandview is a place of possibility. It's where parents feel supported, kids are celebrated, and dedicated professionals bring energy and compassion to every task. Whether you're a family in need, a potential donor, or someone looking to make a difference, Grandview welcomes you with open arms and a shared purpose: helping kids live, learn, and play to their fullest.

Fundraising Restructure

On January 14, 2025, Grandview Kids (“the Centre”) announced the restructuring of the fundraising platform for Grandview Kids, whereby the Centre would assume fundraising responsibilities for Grandview Kids going forward, effective immediately. As part of the restructuring, Grandview Kids Foundation (“the Foundation”) will wind down its operations over the coming months as the Centre establishes a Development Department dedicated to fundraising.

As the Centre and the Foundation celebrated the successful completion of their “Believe” capital campaign and the opening of their new Ajax-based headquarters, The Jerry Coughlan Building, it was the perfect time to evaluate operations in a number of areas, including their fundraising activities.

As part of the restructuring, Brigitte Tschinkel, the Foundation’s Executive Director, retired. To assist with the transition, the Centre appointed Linda Flynn to serve as Interim Executive Lead, Development. Flynn has been working with the Centre’s Board of Directors and staff to ensure the continuity of development activities, develop strategic priorities and focus on donor care.

Leadership Structure

Grandview Kids operates under a robust leadership framework comprising an executive team and a Board of Directors. This structure ensures strategic oversight and effective management of the center's operations and initiatives.

Grandview Kids is led by a dedicated team of professionals committed to advancing the organization's mission. The **Senior Leadership Team** includes:

- **Tom McHugh**, Chief Executive Officer (CEO)
- **Dr. Carolyn Hunt**, Medical Director and Executive Lead, Medical Services
- **Harry Deeg**, Chief Financial Officer and Executive Lead, Corporate Services
- **Josh Theodore**, Executive Lead, Clinical and Client Services
- **Avori Cheyne**, Chief Communications Officer and Executive Lead, Strategic Communications, Partnerships & Engagement
- **Dr. Taryn Eickmeier**, Executive Lead, Clinical and Client Services

Ajax Ontario

Located on the eastern edge of the Greater Toronto Area, Ajax is a progressive and diverse community within Durham Region, home to more than 126,000 residents. Bordered by Lake Ontario to the south, Ajax offers a unique blend of urban convenience and natural beauty, with over 140 kilometres of walking and cycling trails, award-winning waterfront parks, and a vibrant mix of neighbourhoods and cultures.

With a growing local economy, strong public services, and a commitment to sustainability, Ajax continues to attract families, professionals, and businesses alike. The Town prioritizes innovation and equity, making it one of the first municipalities in Canada to establish an Office of Equity, Diversity and Inclusion. It is also known for its engaged community spirit and focus on accessible, people-first services.

As part of one of the fastest-growing regions in Ontario, Ajax offers an ideal environment to live and work—where progress is balanced with community, and where leadership roles have the potential to create real, lasting impact.

Position Profile: Executive Lead, Development

Grandview Children's Centre – Ajax, Ontario

Reports to: Chief Executive Officer

Salary Range: \$130,000–\$140,000

Status: Full-time, Permanent | Location: Hybrid (must reside in Durham Region)

About Grandview Children's Centre

Grandview Children's Centre is a leading paediatric rehabilitation centre serving children and youth with physical, communication, and developmental needs in the Durham Region. With a strong commitment to inclusion and accessibility, Grandview empowers children to live, learn, and play to their fullest potential. The Centre is completing a major capital campaign and transitioning into a new operational era that calls for clear fundraising leadership and long-term vision.

The Executive Lead, Development (ELD) will be a driving force in sustaining and expanding the philanthropic support that fuels Grandview's mission.

The Opportunity

This is a rare opportunity for a development leader who wants to build and lead a high-functioning philanthropic program from the ground up—and who has the grit, skill, and imagination to do it. Grandview Children's Centre has restructured its fundraising model, bringing development activities in-house after years of externalized efforts. The Executive Lead, Development is the architect and pilot of this renewed direction.

This isn't a role for someone seeking a steady-state operation. The right candidate will embrace the challenge of building new systems, coaching an emerging team, and working directly with a supportive CEO and board to reimagine what philanthropy can do for Grandview. There's strong foundational support: the organization has a solid base of major donors, a history of capital campaign success (including the \$20M "Believe" campaign from over 300 donors), and \$8 million in managed investments—most with donor restrictions that require thoughtful stewardship in collaboration with the finance team.

The development department is young—no current staff member has more than 2.5 years of tenure. Coaching, training, and team culture-building will be essential. The incoming ELD will be expected to shape team dynamics, establish best practices, and lead by example. A successful candidate will bring the discipline to structure, the conviction to manage up and out, and the emotional intelligence to nurture growth at every level of the organization.

The current financial goal of this role is to grant \$1 million per year to Grandview Children’s Centre through a balance of major gifts, annual giving, and stewardship of endowed and restricted funds. The ELD will work closely with the CEO and senior leadership team to define and align funding priorities with Grandview’s bold vision. This includes supporting research, family engagement, and family support services—programmatic areas that donors are eager to invest in when the case is compelling, clear, and tied to measurable outcomes.

Because Grandview operates with an annual surplus and is not in financial crisis, there is strategic breathing room to be thoughtful and creative. The ELD will help redefine what philanthropic investment looks like in a modern children’s hospital, balancing long-term strategy with responsiveness to urgent needs. The organization is open to experimentation and reinvention within a culture that values sustainability and impact.

Crucially, the ELD will become the public face of the organization. Grandview’s CEO is a behind-the-scenes leader; this role requires someone comfortable stepping into the spotlight—whether that’s cultivating donors, representing Grandview at events, or guiding the Board through complex decisions. Strong storytelling skills, confidence, and authenticity will be key assets.

Looking ahead, this is also a role with succession potential. The CEO has a two-year timeline before retirement, and there is a genuine openness to internal growth into hospital-wide leadership roles for the right candidate.

This role is ideal for someone who thrives in ambiguity, sees possibility in challenge, and relishes both strategic thinking and hands-on action. If you’ve ever wanted to build the airplane *and* fly it—this is your runway.

Key Responsibilities

Fundraising Strategy and Execution

- Design and implement an integrated fund development strategy that includes major gifts, planned giving, annual campaigns, and donor stewardship.
- Lead capital and strategic fundraising campaigns that align with Grandview's current and future needs.
- Set and meet realistic revenue and expense targets in collaboration with the CEO and Board's Finance and Facilities Committee.
- Serve as relationship manager for Grandview's top donors and prospects.

Leadership and Team Management

- Supervise, coach, and expand the Development team (currently four staff, expected to grow to five).
- Foster a collaborative and high-performance environment with clear objectives and professional development opportunities.
- Work cross-functionally with internal teams to ensure alignment of fundraising efforts with Grandview's services and communications.

Donor Engagement and Relationship Building

- Build and steward relationships with individual, corporate, and foundation donors.
- Engage the CEO, senior staff, and Board in donor cultivation and stewardship.
- Represent Grandview at community events, enhancing the Centre's visibility and credibility.

Board and Stakeholder Collaboration

- Provide strategic leadership to a Board that is new to governance of development activities.
- Offer guidance and tools to build the Board's fundraising comfort and capability.
- Work with volunteer committees and community partners to support shared goals.

Reporting and Evaluation

- Use Raiser’s Edge to track donor data, revenue, expenses, and KPIs.
- Prepare monthly and annual fundraising performance reports for internal and external stakeholders.
- Monitor and adjust fundraising activities based on ROI and external conditions.

Qualifications

Required

- Minimum 10 years’ experience in fundraising leadership with a proven track record in major gifts and campaign planning.
- Demonstrated ability to lead, mentor, and grow a team in a dynamic and evolving environment.
- Experience engaging senior leaders and volunteers in development activities.
- Deep understanding of donor stewardship, the donor cycle, and moves management.
- Experience building or rebuilding development systems and cultures.

Assets

- CFRE designation (or working toward it).
- Post-secondary education in a relevant discipline (e.g. business, communications, nonprofit management).
- Familiarity with Raiser’s Edge.

Personal Attributes

- Visionary and strategic thinker with a “builder” mindset.
- High emotional intelligence and strong interpersonal skills.
- Resilient, adaptable, and able to thrive in ambiguity.
- Comfortable with public speaking and representing Grandview externally.
- Compassionate, humour-driven, and collaborative.

Working Conditions & Benefits

- **Schedule:** Flexible hours with hybrid work; some evenings/weekends required.
- **Vacation:** 23 days annually (managers); office closure over winter holidays.
- **Benefits:** Extended health, dental, vision, EAP, HOOP pension plan.
- **Tech & Tools:** Computer and phone provided.
- **Parking:** Free onsite.
- **Professional Development:** \$750 annual training budget; memberships supported.

What Success Looks Like

Within 12–18 months, the successful candidate will:

- Lead a confident, skilled Development team with clear goals and measurable results.
- Launch or lead a successful campaign aligned with Grandview’s strategic vision.
- Build trust with Grandview’s leadership and governance bodies.
- Establish Grandview as a trusted charity of choice in Durham Region and beyond.

How to Apply

To apply, please submit your resume and a cover letter outlining your fit for this role to **gstanois@bnpinspire.com** with the subject line: “Grandview ELD – [Your Name]”.

Application Deadline: **May 8, 2025**

Grandview Children’s Centre is committed to equity and accessibility and encourages applications from all qualified candidates, including those with lived experience of disability. Accommodations are available at any stage of the hiring process.