



**Lakeridge
Health
Foundation**



**Vice President,
Philanthropy**

**Lakeridge Health
Foundation**

Executive Brief



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FOR MORE INFORMATION

KCI Search + Talent has been retained to conduct this search on behalf of Lakeridge Health Foundation. For more information about this opportunity, please contact Ellie Rusonik, Senior Vice President/Practice Lead by email at LHF@kctalent.com

Interested candidates should send their resume and a letter of interest to the email address listed above by **February 17, 2026**. All inquiries and applications will be held in strict confidence.

The hiring salary range for this position is **\$150,000 - \$180,000** and comprehensive health benefits package and HOOPP pension plan.

Lakeridge Health Foundation offers a hybrid work model with staff in office 3 days/week.

Accommodation will be provided in all parts of the recruitment and assessment process in accordance with the Accessibility for Ontarians with Disabilities Act (AODA). If you require any accommodations, please notify the KCI Search Consultant.

At Lakeridge Health we value inclusion and diversity. We are committed to fostering a culture that is respectful, inclusive and accessible and to employing a workforce that is representative of the diverse community we provide services to. As an equal opportunity employer, we welcome applications from all qualified applicants.

Lakeridge Health Foundation is committed to providing a safe and healthy work environment for all team members and patients. New Lakeridge Health Foundation team members will be required to complete a Pre-employment Health Assessment as a condition of employment.

Please note that this posting is for an existing vacancy. Artificial intelligence will not be used to screen resumes or assess candidates in this search.



Vice President, Philanthropy



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THE OPPORTUNITY

Lakeridge Health Foundation is seeking a Vice President, Philanthropy to provide strategic leadership for philanthropy initiatives, foster an inclusive and equitable culture of philanthropy, and build authentic relationships with donors and community partners. The Vice President will shape strategies and drive implementation across Major and Planned Giving, Campaigns, Mid-Level Giving, Stewardship, Research, and Sponsorship programs.

Reporting to the Foundation CEO and as a key member of the Senior Leadership Team, the Vice President will drive multi-year strategic growth, inspire a high-performing team, champion collaboration, and leverage diverse perspectives to achieve ambitious revenue goals and maximize the Foundation's impact. As a strategist and planner, the Vice President, Philanthropy will foster cross-departmental collaboration and serve as an active community ambassador for the Foundation, including the Oshawa and Whitby Hospitals, the R.S. McLaughlin Durham Regional Cancer Centre, and other regional programs.

The Vice President, Philanthropy will play a central role in positioning the Foundation as the regional lead for network-wide philanthropic initiatives, ensuring alignment and collaboration across hospital foundations to maximize impact.

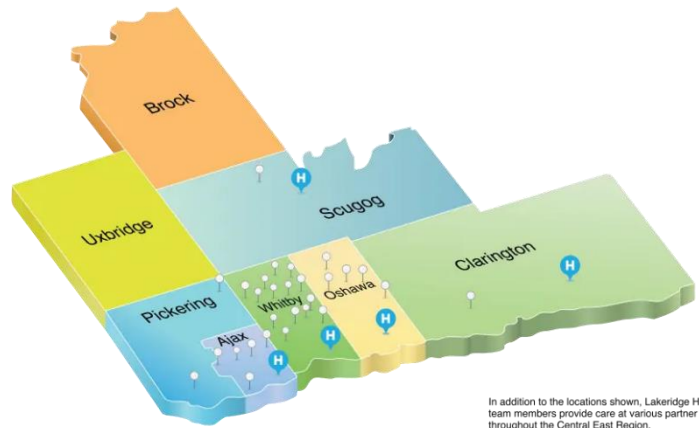
This role combines executive oversight with hands-on fundraising and is an opportunity to manage a portfolio of major donors; cultivate relationships with civic and corporate leaders; and lead a high-performing philanthropy team. A skilled volunteer manager, the Vice President, Philanthropy will serve as a staff liaison for Board of Director sub-committees including Development and Communications, Planned Giving, and Endowment, providing support, strengthening relationships, leveraging talent and networks, and fostering inclusive, generative dialogue.

Leading with trust and integrity, the Vice President, will create an environment where Philanthropy team members feel respected, included, and empowered to contribute their unique talents. Through strong communication and shared decision-making, the new incumbent will provide clarity around goals and expectations, elevating a dedicated and capable team.

With exciting projects on the horizon, including innovative equipment, capital renovations, groundbreaking research, and educational initiatives, this is a time to join the Foundation team and make a lasting impact. This role provides a unique opportunity to shape philanthropy at a leading health care organization, advancing Lakeridge Health Foundation's mission by driving the growth and success of fundraising programs that support exceptional health care for the diverse communities of Durham Region.

ABOUT LAKERIDGE HEALTH

Lakeridge Health is more than a hospital—it's one of Ontario's largest and most connected health systems, supporting more than 750,000 people across Durham Region. With five hospitals, four emergency departments, three critical care units, a long-term care home, a full range of medical and surgical specialties, more than 20 community health-care locations and a state-of-the-art surgical centre within the Jerry Coughlan Health and Wellness Centre, Lakeridge Health offers some of the broadest and most comprehensive acute care, ambulatory care, and long-term care services in Ontario. Through our hospitals, community sites, and partnerships, we're shaping the future of care close to home.



Every day, more than 1,600 people visit Lakeridge Health. Lakeridge Health offers some of the broadest and most comprehensive acute, ambulatory, and long-term care services in Ontario — connecting patients to care across every stage of their health journey. From life-saving emergency care to specialized surgery, cancer treatment, a wide range of mental health illness and addictions services, and long-term care, our great teams, together with community partners, make it possible for Durham Region residents to access the care they need, close to where they live, work, and raise their families.

9,000+
staff, physicians, and volunteers
providing exceptional care

Supporting a community
of more than
750,000+

278,000+
patients served each year

Research and Education

As a leading academic health network, we're training the next generation of health care professionals and helping to shape the future of care in Ontario. Each year, we welcome thousands of learners; from medical trainees to future nurses, technologists, and other health-care professionals who gain hands-on experience guided by expert instructors. These opportunities help shape tomorrow's health-care providers while strengthening care for the communities we serve.

With more than 140 active research studies underway at any given time, our teams are advancing knowledge, testing innovative treatments, and developing new approaches that can transform care.

Education and training are supported by the Lakeridge Health Education and Research Network (LHEARN) Centre – our hub for professional learning – as well as the Central East Prehospital Care Program, which provides specialized training, medical oversight, and support for paramedics and community responders.

ABOUT LAKERIDGE HEALTH FOUNDATION

Created in 1975, Lakeridge Health Foundation proudly serves as the philanthropic heart of Lakeridge Health, Oshawa and Whitby Sites, and Regional Programs across Durham Region in Ontario. Inspired by Lakeridge Health’s bold mission, *One System Best Health*, we now stand at the threshold of a transformative new era in fundraising, one that will redefine how we engage communities and elevate care across the Region.

Lakeridge Health Foundation is dedicated to raising funds and awareness for the Oshawa and Whitby Hospitals of Lakeridge Health, as well as regional programs and partnerships. Last year, the Foundation raised over \$9 million, and we’re growing to meet the evolving needs of the community’s health system.

Donations raised by the Foundation support the purchase of equipment and capital projects as well as investments in research and educational opportunities.

Lakeridge Health Foundation is accredited by [Imagine Canada](#).

Strategic Plan 2024-2028

At the heart of our strategic plan is people, including Foundation staff and volunteers, the Hospital family, Foundation donors, and the growing and diverse communities served by Lakeridge Health. We are committed to creating meaningful, reciprocal, long-term relationships with all our stakeholders, which begins by creating a robust and sustainable culture of philanthropy.

The graphic is a dark grey rectangle with a light green top bar. It is divided into three columns: 'STATEMENT OF PURPOSE', 'VALUES', and 'STRATEGIC PRIORITIES'. The 'STATEMENT OF PURPOSE' column contains the text: 'Inspiring communities to support exceptional health care for all in Durham Region and beyond.' The 'VALUES' column lists five values in rounded boxes: 'Compassionate', 'Innovative', 'Bold', 'Inclusive', and 'Accountable'. The 'STRATEGIC PRIORITIES' column lists four priorities in rounded boxes: 'Culture of Philanthropy', 'Positioning', 'Engagement', and 'Capacity'. At the bottom of the graphic, centered, is the text: 'Underpinned by a commitment to inclusivity, diversity, equity, and accessibility in everything we do.'

STATEMENT OF PURPOSE	VALUES	STRATEGIC PRIORITIES
Inspiring communities to support exceptional health care for all in Durham Region and beyond.	Compassionate	Culture of Philanthropy
	Innovative	Positioning
	Bold	Engagement
	Inclusive	Capacity
	Accountable	

Underpinned by a commitment to inclusivity, diversity, equity, and accessibility in everything we do.



ADDITIONAL INFORMATION

[Lakeridge Health Foundation](#)
[Meet the Team](#)
[Board of Directors](#)
[Donor Report 2024](#)
[Financial Statement 2024-2025](#)
[Community News](#)

[Strategic Plan](#)
[This is Our Cancer Campaign](#)
[This is Our Cancer Campaign Cabinet Members](#)
[Brace for Impact Podcast](#)
[Lakeridge Health Annual Business Plan 2025-2026](#)

FOUNDATION BOARD OF DIRECTORS

Carol Lynde
Chair

Celina Caesar-Chavannes
Vice-Chair and Chair,
Governance and Nominating
Committee

Vanessa Benedict
Chair, Development and
Communications Committee

Mark Shepherd
Chair, Finance and Audit
Committee

Bill Budgell
Finance and Audit Committee

Hassan Farooqi
Finance and Audit Committee

Andrea Freund
Governance and Nominating
Committee

Andrew Hill
Finance and Audit Committee

Justin Landry
Development and
Communications Committee

Zohaib Malhi
Development and
Communications Committee

Charles Morison
Finance and Audit Committee

Margaret Stack
Governance and Nomination
Committee

Dr. Shannon Trainor
Vice-Chair, Development and
Communications Committee

Jeff Thorsteinson
Vice-Chair, Finance and Audit
Committee

Russel White
Vice-Chair, Governance and
Nominating Committee

Yves Gadler
Chief Executive Officer
Board Secretary

Susanne Hillebrand
Finance and Audit Committee

Arthur Lovell
Finance and Audit Committee

Colin O'Regan
Development and
Communications Committee

KEY DUTIES AND RESPONSIBILITIES

Strategic Leadership

- Contribute to the Foundation's strategic growth and multi-year planning as a member of the Senior Leadership Team.
- Serve as the lead fundraising strategist for Major and Planned Giving, Campaigns, Mid-level Giving, Stewardship, Research, and Sponsorship programs in collaboration with Philanthropy team members.
- Oversee the annual operating plan and budgets for Philanthropy programs.
- Analyze and report on results of all Philanthropy team activity, including relationship-building activity and revenue targets.
- Actively build personal profile as a member of the Foundation team, internally and externally. Includes liaising with leaders and medical professionals at Lakeridge Health.
- Act as the regional lead for network-wide philanthropic initiatives, ensuring alignment and collaboration across hospital foundations to maximize impact.

Philanthropy, Donor, and Community Relations

- Collaborate with the CEO and Philanthropy team on strategic and significant growth of the Major Gifts, Planned Giving, and Mid-Level Giving programs.
- Manage a personal portfolio of major donors including individuals, corporations, and foundations.
- Provide leadership on campaign strategy, planning and implementation in collaboration with the Vice-President, Marketing and Community Engagement.
- Represent the Foundation in the community, cultivating relationships with civic, corporate, and community leaders to advance philanthropy. Attend events and cheque presentations to represent the Foundation and deliver thank you speeches.
- Collaborate with colleagues throughout the Foundation to ensure donor and sponsor relationships are being managed strategically and effectively; especially donors who give via various programs. This includes strategies for service clubs, ethno-cultural groups, faith-based groups, and physicians.
- Build knowledge and understanding of program-specific fundraising strategies, engagement techniques, and cultivation tools in order to expand fundraising programs.
- Identify and qualify potential donors with Philanthropy managers, ensuring coordinated outreach with Marketing and Community Engagement.
- Ensure best practices are in place for proposal writing.
- Present recognition and naming opportunities to donors.
- Maintain accurate donor records in Raiser's Edge database, in accordance with the Foundation's policies and procedures.

Volunteer Leadership

- Engage with fundraising volunteers and ambassadors to generate leads, strengthen donor relationships, and secure gifts, including preparing volunteers through coaching and briefing materials.
- Serve as staff co-lead supporting the Board's Development and Communications Committee.
- Lead the recruitment, support, and strategic direction of the Planned Giving and Endowment Committee, in collaboration with the CEO and Manager, Philanthropy (Mid-Level and Planned Giving).

Team Leadership

- Lead a team of six Philanthropy staff to achieve individual and team targets through strategic guidance, coaching, and professional development.
- Establish clear fundraising goals and activity expectations for all members of the Philanthropy team, tracking progress and results.
- Foster a positive and inclusive workplace culture, ensuring all Foundation team members feel valued and supported. Includes nurturing open and consistent lines of communication within and amongst departments.
- Ensure synergies and efficiencies are in place across all Foundation departments for optimal productivity.
- Build and maintain contact with fundraising professionals in other settings for enhancement of the Foundation.



CORE COMPETENCIES & QUALIFICATIONS

- Fundraising leadership experience with demonstrated success in advancing donor development strategies and programs, preferably in a healthcare or similarly complex setting.
- Proven track record of planning, designing, and implementing successful fundraising strategies and programs to achieve revenue and activity targets.
- Experienced fundraiser with a history of success identifying, cultivating, soliciting and stewarding donors at the six-figure level and above.
- Ability to design and implement complex gift structures.
- Superb relationship-building skills, with a proven track record of building and advancing relationships in a fundraising environment.
- Ability to recognize and build connections throughout Durham Region to expand the Foundation's networks.
- Demonstrated track record of leading and motivating teams in fundraising environments; experience recruiting, managing and coaching direct reports.
- Experience managing, coaching, supporting, and collaborating with senior level volunteers.
- Exceptional written and verbal communication skills, confident public speaker, and attentive listener.
- Agile problem solver with the ability to think critically and make well-informed, timely decisions.
- Passion for health care and motivated by the meaningful work of the Hospitals of Lakeridge Health.
- Knowledge of Canada Revenue Agency regulations for charitable donations.
- Senior level experience in decision making, relationship management and leading a results-driven team.
- Strong business and financial acumen, including budget oversight.
- Able to work independently and effectively within a team environment as well as both in office and remotely.
- Solid knowledge of relational databases. Experience with Raiser's Edge is considered an asset.
- Post-secondary education or equivalent combination of education and experience. CFRE designation is considered an asset.

EXECUTIVE BIOGRAPHY

Yves Gadler

Chief Executive Officer



With over 30 years of experience in the non-profit sector, Yves has an impressive fundraising background and has held past positions in small and large organizations including St. Michael's Hospital Foundation, Princess Margaret Hospital Foundation, and University of Western Ontario. He has been a past lecturer with the Fundraising Management Program at Toronto Metropolitan University and served on the Association of Fundraising Professionals Greater Toronto Chapter Board from 2002 to 2008.

Yves began his tenure on December 7, 2015, during an exciting time for the Lakeridge Health Foundation. Since then, Yves has:

- Built a high performing team.
- Led the Foundation through a successful \$5M campaign for a new Interventional Radiology Suite and over \$21M toward the Our Cancer Campaign.
- Transformed donor recognition at the Whitby and Oshawa hospitals with five new unique donor walls.
- Launched a number of new initiatives including Circle of Gratitude, 1907 Society, NightShift, Ridge for the 'Ridge, and much more.

The entire Lakeridge Health Foundation team has embraced his mantra: Consistency, Inclusivity, and Communication.

ORGANIZATIONAL STRUCTURE – JANUARY 2026

