



Waypoint

CENTRE *for* MENTAL HEALTH CARE
CENTRE *de* SOINS *de* SANTÉ MENTALE

Executive Brief

Director, Philanthropy



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APPLICATION PROCESS & DEADLINE

KCI Search + Talent has been retained to conduct this search on behalf of Waypoint Centre for Mental Health Care (Waypoint). For more information about this opportunity, please contact Ellie Rusonik or Jody Jacobson, KCI Search + Talent, by email at Waypoint@kcitalent.com.

Interested candidates should send their resume and letter of interest to the email address listed above by **January 29, 2026**. All inquiries and applications will be held in strict confidence. Accommodations are available on request for candidates taking part in all aspects of the selection process. If you require any accommodations, please notify the Search Consultants at the email provided above.

The salary range for this position is \$140,000 - \$160,000 and includes HOOPP, comprehensive health benefits, and relocation support if required.

Waypoint Centre for Mental Health Care is committed to building an intentionally inclusive environment that engages, supports, and empowers employment equity and diversity in the workplace and communities served. We welcome applications from women, racially visible individuals, people with disabilities, Indigenous peoples, and 2SLGBTQ+ persons.

Waypoint is situated on the traditional territory of the Anishinabek, which includes the Odawa, Ojibwe and Pottawatomi Nations (collectively known as the Three Fires Confederacy), the Haudenosaunee (Six Nations/Mohawk of the Wahta Community), Huron, Wendat and Métis. We acknowledge and affirm our commitment to improving relationships between nations and to improving equity for Indigenous communities residing in central Ontario.

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.





Director, Philanthropy

THE OPPORTUNITY

This is an exciting and strategic leadership opportunity for a seasoned development professional to lead Waypoint Centre for Mental Health Care's fundraising function, plan and deliver its first-ever major fundraising campaign, and play a key board-facing role in establishing a separately incorporated Foundation. As Waypoint expands its philanthropic vision in support of a new long-term strategy, this role offers the opportunity to shape the future of philanthropy at the organization.

Reporting to the Vice President, Partnerships and Chief Strategy Officer, and working closely with the President & CEO, Senior Leadership Team, and Board of Directors, the Director, Philanthropy will provide overall leadership for fundraising strategy and operations. The Director will be responsible for developing and implementing a comprehensive, multi-year fundraising strategy with diversified revenue streams aligned to organizational priorities.

A central focus of this role will be the planning, leadership, and execution of Waypoint's inaugural major fundraising campaign, a defining initiative aligned with the organization's new long-term strategy. Building on existing fundraising programs while creating new avenues for philanthropic support, the Director will set campaign strategy, mobilize volunteer leadership, and lead a high-performing fundraising team to drive sustainable revenue growth.

The Director will provide leadership in preparing for the establishment of a separately incorporated and governed Foundation; working along side the Founders Circle leadership volunteers, contributing to governance frameworks, policies, and best practices.

At the heart of this role are relationships. The Director will build trust-based partnerships across the hospital with clinical teams, senior leaders, staff, and volunteers to strengthen a culture of philanthropy. Leading a collaborative, team-oriented fundraising department, the Director will coach and support staff, deepen relationships with donors, cultivate new networks, and serve as a visible ambassador for Waypoint.

For a strategic, relationship-driven leader who enjoys building teams, shaping culture, and working closely with senior leadership and boards, this role offers a meaningful opportunity to advance mental health care in Ontario and support the patients, families, and communities who rely on Waypoint every day.

LOCATION & WORK MODEL: Waypoint Centre for Mental Health Care is located at 500 Church St. in Penetanguishene, Ontario, approximately 150 kilometres north of Toronto. Waypoint offers a flexible, hybrid work model and is open to candidates from outside the region who are willing to be in the office part-time as well as engaged and present in the community.



ABOUT WAYPOINT CENTRE FOR MENTAL HEALTH CARE

Waypoint is a 315-bed academic and teaching hospital providing specialty mental health, addiction, and geriatric care. Located on the shores of Georgian Bay in Penetanguishene, Waypoint provides both inpatient and outpatient services to some of Ontario's most complex and underserved individuals. Waypoint provides services across the lifespan.

The world-renowned Waypoint Research Institute (WRI) is internationally recognized for driving positive change that enhances care, outcomes and experiences. The WRI has developed and maintained active collaborations with Ontario Shores Centre for Mental Health Sciences, The Royal, the Centre for Addiction and Mental Health, and St. Joseph's Healthcare. The WRI also maintains formal academic research partnerships with the University of Toronto, McMaster University, York University, Toronto Metropolitan University, and Georgian College.

The new Research Chair in Forensic Mental Health Science is one of only a handful in the world, a collaboration between Waypoint and the University of Toronto Faculty of Medicine dedicated to the study and research of forensic mental health science. Waypoint has provided forensic mental health care as an integral part of its hospital services since the 1930's.

Waypoint's 1,300+ dedicated employees improve lives and bring hope to people with mental illness and substance use challenges. Care is delivered on site, in the community, virtually, and through partnerships, and is informed by innovative practices and, most importantly, patient voices. Each patient's journey is unique, and Waypoint supports their recovery with compassion, dignity and inclusivity.

Employees are internationally recognized for their leadership and research, approaching their work with professionalism and humility. Their commitment has earned Waypoint numerous recognitions, including the Gold Level recognition from Excellence Canada in November 2024 for the Hospital's commitment to supporting psychological health and safety in the workplace. Also in 2024, Waypoint's president and CEO, Dr. Nadiya Sunderji, was recognized with a Tomorrow's National Leaders Award from the Catholic Health Alliance of Canada. Most recently, Waypoint was recognized for their commitment to building an inclusive workplace by achieving the **Gold Level designation** under the Simcoe County LIP Workplace Inclusion Charter.



10-Year Strategy

Transforming Care, Driving Research, Building Healthier Communities 2026 to 2035

By 2035, Waypoint will be an internationally renowned centre of excellence for mental health, addictions and geriatric care, recognized for the effectiveness of our care, the impact of our research and our influence on the shape of our healthcare system.

The new 10-year strategy is a blueprint for success over the next decade. The plan articulates a go-forward strategy across four directions as Waypoint shares its expertise and systems thinking: **Serve**, **Discover**, **Lead** and **Inspire**. **Serve** speaks to a continued and unwavering focus on delivering exemplary specialized care. **Discover** demonstrates a commitment to growing the research mission with a practical lens, educating tomorrow’s healthcare professionals and helping drive the evolution of the health system. **Lead** commits Waypoint to establishing a prominent place of influence in mental health, addictions, and geriatric care regionally, provincially and beyond as well as crafting purposeful partnerships to transform health and care together. And **Inspire** honours the people who advance our mission.

The [2026-2035 10-Year Strategy](#) was created to build on our successes and guide the organization in responding to the most pressing needs of those we can reach – today and into the future.



FUNDRAISING AT WAYPOINT

Mental health has historically been underfunded and stigmatized in Ontario, but that's changing. Awareness is increasing, philanthropy is gaining momentum, and donors are showing a stronger commitment to advancing mental health care and research.

Waypoint has experienced steady revenue growth over the past several years, driven by strong corporate support and increased participation in special events. This momentum demonstrates Waypoint's ability to attract philanthropic investment, raise awareness, and build meaningful connections with both businesses, community partners and individual donors.

With the launch of a new 10-year strategy and a complementary 5-year fundraising plan outlining clear priorities, areas of opportunity, and metrics, Waypoint is well-positioned for its next stage of growth. A major opportunity ahead is the planning and execution of Waypoint's first-ever fundraising campaign in support of the new strategy. This is an important milestone that will significantly expand the organization's philanthropic footprint. In addition, there is exciting potential to provide leadership and preparation for a future Waypoint Foundation, establishing structures, practices, and relationships needed to sustain long-term philanthropic success.

ADDITIONAL INFORMATION

- [Waypoint Centre for Mental Health Care](#)
- [The Waypoint Difference](#)
- [Board Members & Leadership Team](#)
- [2024/2025 Annual Report](#)
- [2026-2035 10-Year Strategy](#)
- [Equity Diversity Inclusion \(EDI\) Plan 2025-2026](#)
- [Waypoint Research Institute](#)



KEY LEADERSHIP INITIATIVES

- Work collaboratively with the Vice President, Partnership and Chief Strategy Officer, the President & CEO and Senior Leadership Team to drive the overall fundraising vision and strategy, directing and overseeing short and long-term goals in alignment with organizational priorities and needs.
- Plan and direct all fundraising programs, oversee the development of annual plans for achieving fundraising success and monitor key performance indicators.
- Engage regularly with the Senior Leadership Team and clinical teams to ensure a solid understanding of current and future healthcare needs, and that those teams are informed and engaged in relevant fundraising activities.
- Working closely with campaign and leadership volunteers, plan and execute Waypoint's first-ever campaign, overseeing, evaluating, and implementing campaign activities to ensure revenue and donor engagement goals are met.
- Provide leadership of preparations for future Foundation management and operations, including strategic planning, governance and legal, investment and financial, HR and administration, and PR and stakeholder engagement.
- Act as a representative and spokesperson for Waypoint within the community, at events, etc., building and maintaining relationships that support greater philanthropic support.
- Collaborate with the Director, Strategic Communications & Public Affairs to ensure alignment and harness synergies in communications and presence.
- Build and strengthen fundraising processes, policies, and activities ensuring adherence to regulatory requirements.

KEY RESPONSIBILITIES

Fund Development & Donor Relations:

- Build capacity by developing diversified fundraising strategies, campaigns, programs, and events with multi-year and annual plans to meet healthcare needs.
- Develop strategy and action-oriented plans to build successful Major Gifts and Planned Giving programs with robust pipelines of major gift donors.
- Coordinate and participate in the identification, evaluation, cultivation, and solicitation of prospective donors, including individuals, foundations, corporations, and organizations.
- Manage a personal portfolio of high value major gift prospects and donors. Support the CEO and other senior leadership team members in managing their portfolios of prospects and donors.
- Further develop and build existing ongoing fundraising programs (Major Gifts, Special Events, Direct Response, and Monthly/Employee Giving).
- In collaboration with the senior leadership team, lead development of the cases for support to build awareness of philanthropic opportunities.
- Build the culture of philanthropy within the Hospital internal community.
- In collaboration with the communications team, develop strategic communication plans and activities that highlight donor impact.
- Provide leadership, support, and guidance to fundraising volunteers, as well as building a relationship with the separately incorporated and governed Volunteer Association.

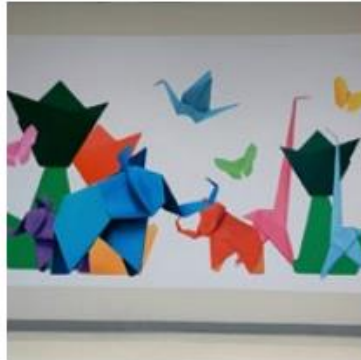


Staff and Relationship Management:

- Manage people-related processes including recruitment, training and development, performance management, and retention.
- Provide inspiring leadership to the Fund Development team, ensuring clear accountabilities, ongoing work quality, and effective project management.
- Coach and motivate staff and volunteers to achieve personal goals and team targets.
- Measure, monitor, and manage the overall performance of the program and direct reports against set performance targets.
- Perform all work in compliance with all hospital policies and procedures and legislation (Occupational Health & Safety Act, Fire Code, WHMIS, etc.) relevant to health and safety, security (including relational/therapeutic security) and potential risk hazards, and in particular, “duties of the worker” as defined in Section 28 of the OH&S Act.

Finance & Operations:

- Develop and manage annual budgets and provide regular reports to the VP, Partnerships & Chief strategy Officer and Founders Circle leadership volunteers.
- Act as the administrative lead for the fundraising department and team including monitoring, and approving all major expenditures, service contracts, and other expenditures.



QUALIFICATIONS & COMPETENCIES

Experience and Education:

- Professional fundraising experience and/or a combination of volunteer and work experience in a fundraising capacity.
- Progressive leadership experience in a charity or non-profit with a focus on fundraising.
- Demonstrated experience in a similarly complex, data driven environment that promotes collaboration and strong partnerships.
- Proven track record leading successful teams with the ability to lead, coach and develop staff.
- 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 in building and growing pipelines and cultivating, soliciting, and stewarding major donors.
- Previous experience working with and engaging leadership volunteers in fundraising activities.
- Experience in communicating with diverse communities is an asset.
- Bilingualism (English/French) is an asset.
- Post Secondary Degree/Diploma in a relevant discipline or equivalent combination of education and experience.

Abilities, Qualities and Attributes:

- Ability to develop and maintain productive interpersonal relationships with staff, donors, the public, businesses, volunteers, health care administrators, and professional staff.
- Excellent relationship building skills with the ability to engage individuals and groups in a manner that increases philanthropic support.
- Strategic thinker with a proven ability to operationalize strategic objectives into successful annual business plans. Experience promoting and meeting growth targets for programs and/or initiatives.
- Financial acumen, including experience managing budgets and demonstrating fiscal accountability.
- Excellent verbal, written and presentation skills with the ability to engage diverse audiences.
- Strong working knowledge of the financial, legal, and regulatory requirements for a not-for-profit organization.
- Knowledge of tools and technology to support fundraising success and overall efficiency, including donor databases.
- Personal commitment to diversity, equity, and inclusion.
- A demonstrated passion for healthcare philanthropy with experience working in a healthcare environment considered an asset.

Other Considerations:

- Ability to attend community events as a representative of the hospital.
- Ability to work evenings and weekends as required.
- A valid driver's license with regular access to a vehicle.



LEADERSHIP BIOGRAPHIES

Dr. Nadiya Sunderji, President and Chief Executive Officer [LinkedIn](#)



Dr. Nadiya Sunderji has been President and CEO of Waypoint since 2022, prior to which she served as VP Medical Affairs & Chief of Staff for several years. Under her leadership, Waypoint has continued to support and lead health and mental health system transformation, working with valued partners, as well as advancing internal quality improvement and staff wellbeing initiatives.

Dr. Sunderji is a psychiatrist affiliated with the University of Toronto and she completed a Master of Public Health at Johns Hopkins University. She is a physician advisor to the Ministry of Health, as well as contributing to the creation of a provincial Core Services Framework for mental health and substance use healthcare, and to the governance of Ontario Health's Mental Health and Addictions Centre of Excellence.

She oversees Waypoint's STREAM lab, Supporting Transformation through Research, Evidence and Action in Mental health, and previously held several competitive research grants and a journal editorship, all advancing integrated mental health care. She has received international and national recognition for her leadership and research in collaborative care, quality improvement and education.

Neil Walker, Vice-President, Partnerships and Chief Strategy Officer [LinkedIn](#)



Neil is a versatile senior health systems leader with a strong background in developing and operating integrated health programs and services along the continuum of care.

Neil's first permanent role following graduate school was Administrative Director, Department of Psychiatry, a joint role with Royal University Hospital (RUH) and the University of Saskatchewan in Saskatoon.

In this role he developed a foundational understanding of the mental health and addictions continuum of care given the range of programs and services provided in this department including: child and adolescent and adult inpatient acute care beds, a youth resources centre, an adult day hospital, a group home for adolescents, a youth resource centre, psychology and a home care program.

Following a number of progressive leadership roles in major academic health sciences centres, regional health authorities and community hospitals, Neil joined the NSM LHIN in 2013 as the Chief Operating Officer. His role evolved to Vice President, Capacity, Access and Flow with Ontario Health Central until March 2022. During COVID, Neil, working with health service provider agencies and partners, facilitated OH Central Region's response to address capacity, access and flow challenges within the acute hospital system and the mental health and addictions system. Neil is a skilled people leader/manager with a strong record in collaboration and results, all with a patient/client focus.



BOARD OF DIRECTORS

Steve Parry – Board Chair

Gail Czukar – First Vice-Chair

Ernest Vaillancourt – Second Vice Chair

Soumya Ghosh – Director

Trisha Hutzul – Director

Shawn Leis – Director

Anthea Ryan – Director

Doris Shirriff – Director

George Vadeboncoeur – Director

Dr. Nadiya Sunderji – President and CEO

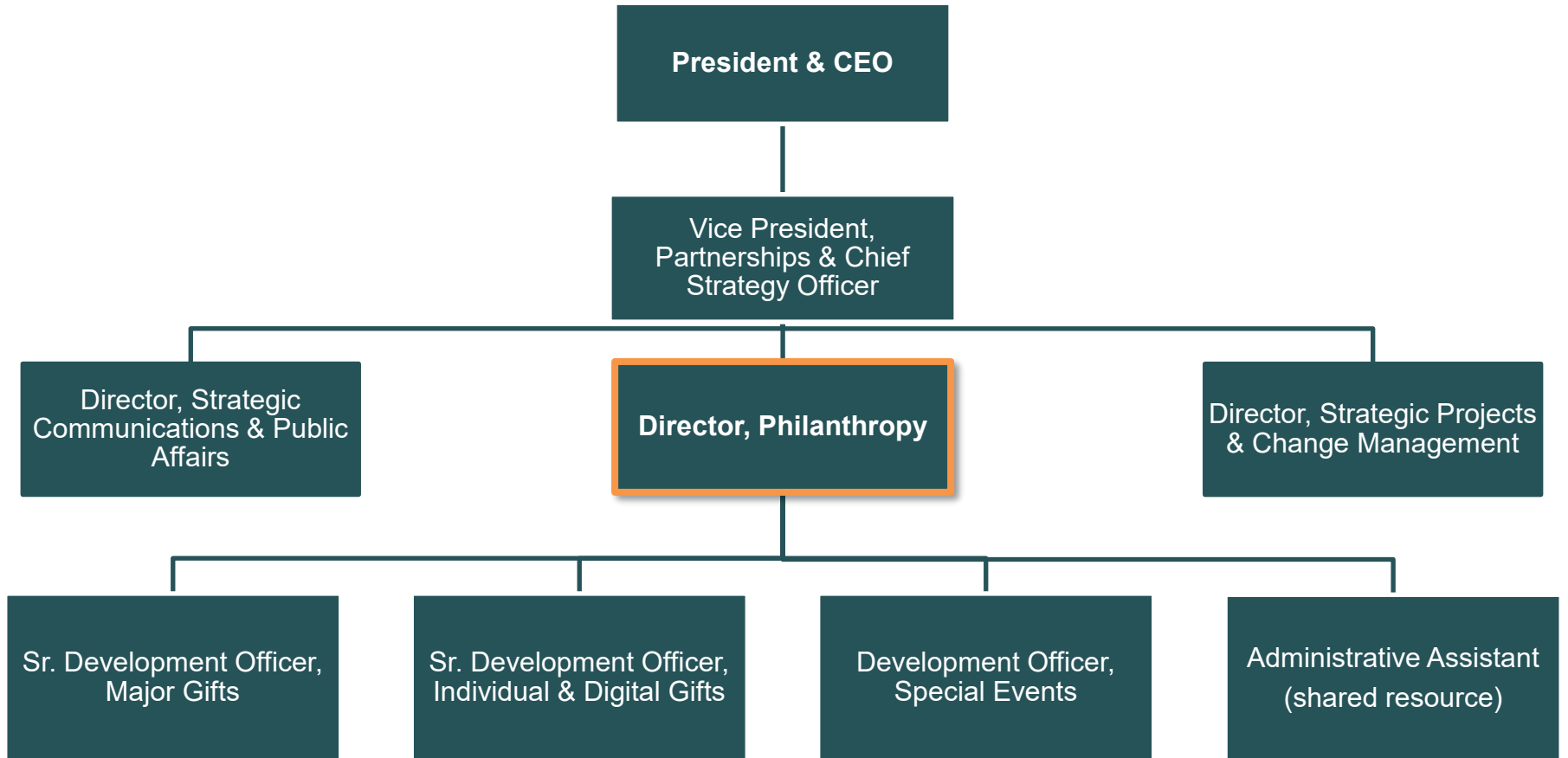
Rob Desroches – Senior Vice-President,
Clinical Services and Chief of Staff

Dr. Kevin Young – Vice-President, Medical
Affairs and Chief of Staff

Dr. Raheel Shahid – President, Professional
Staff Association



DEVELOPMENT TEAM ORGANIZATIONAL CHART



PENETANGUISHENE – THE GATEWAY TO GEORGIAN BAY

Penetanguishene is a historic, bilingual town on the shores of Georgian Bay, known for its natural beauty, rich cultural heritage, and welcoming community of about 9,000 residents. With deep Francophone and Métis roots, the town offers a unique blend of cultures and a strong sense of place. Its protected harbour and scenic waterfront make it an attractive spot for those who enjoy being close to the water and living in a community with character.

The area offers an abundance of recreational and cultural experiences, from beaches and extensive trail networks to Discovery Harbour, the King's Wharf Theatre, and year-round events that celebrate the region's 400-year history. Residents enjoy easy access to parks, boating, museums, and winter activities like skating, cross-country skiing, and snowmobiling. Nearby Midland provides additional amenities, including a hospital, arts and cultural facilities, shopping, and community events.



Living in Penetanguishene means enjoying a balanced lifestyle, close to nature, connected to history, and supported by a vibrant, engaged community. With convenient access via Highways 400, 93, and 12, and local transit within the two towns, the area blends small-town charm with practical accessibility. It's a place where people take pride in their surroundings, contribute to community life, and enjoy the best of the Heart of Georgian Bay.

