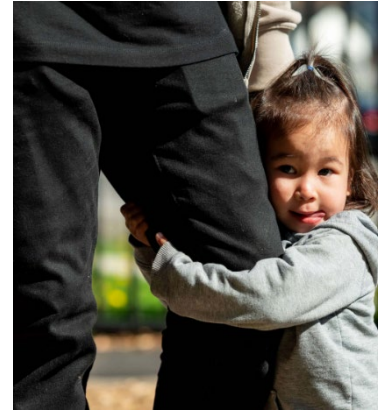




Director of Philanthropy POSITION BRIEF



**YMCA of
Three Rivers**

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FOR MORE INFORMATION

KCI Search + Talent has been retained to conduct this search on behalf of YMCA of Three Rivers. For more information about this opportunity, please contact **Jody Jacobson, Senior Consultant, KCI Search + Talent**, by email at YMCA3Rivers@kcitalent.com.

Candidates should send a resume and letter of interest to the email address listed above by **August 23, 2026**. Interested candidates are encouraged to apply early as applications will be considered on a rolling basis and candidates may be invited to interview before the deadline. All inquiries and applications will be held in strict confidence.

The **hiring range for this position is \$80,000 - \$110,000** based on experience, with comprehensive benefits.

Location/Work Model: Chaplin YMCA, 250 Hespeler Rd, Cambridge, ON, with Hybrid Work arrangements and regular in-person presence required in Guelph Wellington, Waterloo Region and Stratford-Perth, minimum 2-3 days a week.

Please note: As an organization committed to the safeguarding and well-being of children, youth and other vulnerable populations, we prioritize the protection of those under our care. All employees must meet specific requirements, including obtaining a clear Police Vulnerable Sector Check and providing three professional references.

The YMCA of Three Rivers embraces diversity and is committed to creating an inclusive workplace, welcoming applications from all qualified persons. Our goal is to attract, develop and retain highly talented employees from diverse backgrounds, allowing us to benefit from a wide variety of experiences and perspectives.

In accordance with the Ontario Human Rights Code and the Accessibility for Ontarians with Disabilities Act, 2005, accommodation will be provided at any point throughout the hiring process, provided the candidate makes their accommodation need known to the YMCA of Three Rivers. The YMCA of Three Rivers complies with the Employment Standards Act, Pay Equity Legislation and privacy laws. In keeping with privacy laws, we are committed to protecting personal information by following responsible information handling practices. For more information on the YMCA of Three Rivers' commitment to privacy, please visit our [website](#).





YMCA of
Three Rivers

Director of Philanthropy

THE OPPORTUNITY

YMCA of Three Rivers is seeking an experienced and hands-on fundraising professional to join its team as **Director of Philanthropy**. Reporting to Lisa Hood, Vice President, Philanthropy, Marketing and Communications, this role is well suited to a seasoned fundraiser who can step in quickly, support the VP, and provide steady leadership during a period of growth and change.

The Director of Philanthropy will play a central role in advancing the charitable mandate and mission of the YMCA of Three Rivers, helping to position the YMCA as a charity of choice for donors and securing the resources needed to make a meaningful impact across the community. The role includes responsibility for prospecting, discovery, cultivation, solicitation, and stewardship of major and planned gifts, as well as helping to develop and execute the annual giving strategy to grow both donor participation and overall revenue.

Equally important, this role provides day-to-day leadership for a committed fundraising team. The successful candidate will bring proven people-management experience, with the ability to coach, mentor, and support employees through challenges, strengthen collaboration, and foster a positive, accountable team culture. This is a hands-on leader who is willing to roll up their sleeves, provide practical support when needed, and celebrate shared successes.

The ideal candidate is both strategic and detail-oriented - someone who can see the bigger picture while translating goals into clear, achievable steps. As part of a small and dedicated team, the Director of Philanthropy will be a collaborative colleague who shows up, works hard, and leads with kindness, care, and respect.



ABOUT THE YMCA OF THREE RIVERS

SHINING TOGETHER, FOR GOOD.

There are so many reasons to be grateful. For the YMCA of Three Rivers, one needs only to look in on one of the amazing Child Care centres and hear the laughter and joy of children learning. Or open up the doors to one of the six Health and Wellness centres and see people of all ages and stages of life participating in programming and classes and putting their health and wellness first. It's showing up to one of the Youth drop-ins and seeing teens and young adults connect with peers and mentors in welcoming and inclusive spaces.

For more than 150 years, the YMCAs of Cambridge and Kitchener-Waterloo, the YMCA-YWCA of Guelph, and the YMCA of Stratford-Perth have proudly served their communities. In 2020, they officially unified, allowing them to continue showing up as the YMCA of Three Rivers for their communities where and how they've been needed most.

The Y has something for everyone in the community. They're a leading provider of not-for-profit [Child Care](#), playing a role in research-based program development and community engagement. The [Day and Overnight camps](#) help children and youth develop new skills and build lifelong friendships. [Youth programs](#) are developed with youth for youth — helping them learn, grow, and explore in safe, welcoming, supportive, and inclusive spaces. Through [Immigrant Services](#), newcomers are welcomed to Canada, providing supports and connections as they transition to their new home. At [Employment Services](#), job seekers upskill or are matched to employers in their communities. [YMCA WorkWell](#), the newest service offering, works with organizations to build healthy and thriving workplaces, which in turn, benefits the health and well-being of its communities. And, of course, the YMCA of Three Rivers is proud to be home to six [Health and Wellness](#) locations where members from all ages and stages of life find connection and programming to put their health and wellness first.

In 2025, community donors generously stepped up to support the YMCA of Three Rivers work, with contributions totaling over \$2.6 million that directly impacted thousands of lives across the region.



15,112
children in full day, before- and
after-school Child Care



8,280
individuals who enjoyed camp:
4,472 campers and 3,808
outdoor centre visitors



22,488
people served in EarlyON
programs



12,067
newcomers served from 2,794
families



100,000
meals/snacks served on average
each day for Student Nutrition



1,171
clients served in Employment
Services



34,115
members served in Health &
Wellness



4,500
members receiving financial
assistance



1,847
participants and a total of
13,552 visits to Health
Management classes



853
children and 1,085 adults served
by Early Years Child Care
Navigators.



18,360
Youth Program visits



2,140
employees and volunteers who
serve the YTR community



81,448
Employee & Member Insights
Surveys completed



2.3M+
raised in donations and support



VISION, MISSION, VALUES



OUR VISION

We aspire to build connected and resilient communities. We are working to be a leader in challenging systemic bias and barriers by creating and providing equitable access to individuals and communities to support their emotional, mental, and physical health, and overall well-being.



OUR MISSION

Our purpose as a charity is to make our diverse communities healthier and more vibrant. With dignity and respect, our programs and services inspire individuals to reach their full potential.



OUR VALUES

Equity – we recognize that everyone has different experiences and needs and will work to provide the appropriate resources and/or support.

Inclusiveness – through a strengthened sense of community, we foster a safer environment in which we respect, encourage, and engage individuals of diverse perspectives and backgrounds. We appreciate the beauty that diversity brings to the YMCA of Three Rivers and our communities.

Advocacy – we stand up, speak out and defend individuals' and communities' rights to have their voices heard, in order to effect change to create a more equitable society.

Health & Wellness – we are committed to fostering the holistic health and well-being of all people at all ages and stages of life. We nurture people's ability to attain better emotional, mental and physical health, and well-being, fostering personal growth and bringing enthusiasm and vitality to everyday life.

Accountability – we exhibit integrity, fairness and sincerity in both our words and actions. We are responsive to our communities through the relevance of our choices and the quality of our actions, commitments, and services.

Empathy – we treat all individuals with compassion and dignity.

Respect – we acknowledge our shared humanity and the inherent value and dignity of all individuals. We show respect by actively listening, hearing, and responding to individuals as they are. We take a people-first approach, wherein all individuals are respected as they are and for who they are.



OUR YMCA WAY OF BEING: JAIDE

Justice, Access, Inclusion, Diversity, and Equity

Our purpose as a charity is to make our diverse communities healthier and more vibrant. With dignity and respect, our programs and services inspire individuals to reach their full potential.

Since 2020, as the YMCA of Three Rivers, we have rooted ourselves in the principles of JAIDE - Justice, Access, Inclusion, Diversity and Equity as we work towards becoming an equity-advancing organization. JAIDE is not a project; it is a way of being. It guides our actions, interactions, and decisions. When we started this work, we used the core values of Equity and Accountability to shape our way forward.



ADDITIONAL INFORMATION

- [YMCA of Three Rivers](#)
- [YMCA 2025 Annual Report](#)
- [YMCA of Three Rivers Strategic Plan 2025-2027](#)
- [JAIDE - Justice, Access, Inclusion, Diversity, and Equity](#)
- [History and Mission](#)
- [Leadership and Impact](#)



KEY DUTIES & RESPONSIBILITIES

- Advance the charitable mandate and mission of the YMCA of Three Rivers by positioning the organization as a charity of choice for our community - donors and supporters.
- Strategize with the VP and the Manager of Marketing and Communications to shape the direction of the team in support of the organizational mandate.
- Build, steward, and manage strong relationships with donors and prospects on behalf of the YMCA of Three Rivers.
- Secure philanthropic support to meet community needs through a full range of fundraising activities, including prospecting, discovery, cultivation, solicitation, and stewardship of major and planned gifts.
- Develop and oversee annual giving strategies aimed at increasing both the number of donors and overall fundraising revenue.
- Develop and communicate compelling fundraising messages that clearly articulate the YMCA's impact, values, and community benefit.
- Provide leadership, coaching, and mentorship to a team of fundraising professionals, fostering a collaborative, mission-driven, and high-impacting and accountable culture.
- Support team members as needed, contribute directly to fundraising efforts, and recognize and celebrate individual and collective successes.

QUALIFICATIONS & COMPETENCIES

- Passionate about making a meaningful community impact, achieving targets, and building authentic, long-term relationships.
- Progressive and deep experience in the not-for-profit sector and demonstrated fundraising experience, with a strong track record of success in major gifts.
- Strong people leader with previous direct experiences managing teams in Philanthropy, including coaching and development, performance management, and budget oversight.
- Strong communicator and critical thinker with a collaborative, team-oriented approach.
- Demonstrated ability to develop persuasive proposals and confidently make face-to-face fundraising asks.
- Ability to balance strategic, big-picture thinking with strong attention to detail, translating long-term vision into actionable plans.
- Familiarity with donor databases and CRM systems to support effective fundraising and relationship management.
- Flexible and adaptable in a dynamic environment, with strong time management skills, initiative, and a willingness to pitch in as needed.
- University degree required, or an equivalent combination of education and relevant experience.
- Comfortable and effective working in a hybrid work environment.
- Willingness and ability to travel regularly to on-site locations across the YMCA of Three Rivers' service area; candidates must have reliable transportation.
- Ability to work a full-time schedule of 37.5 hours per week, with flexibility to accommodate evenings, weekends, and on-call responsibilities to meet organizational objectives.



BIOGRAPHY

LISA HOOD (SHE/HER)



VP PHILANTHROPY, MARKETING AND COMMUNICATIONS

Lisa is a fundraising and engagement professional whose passion lies in creating access to opportunities and building community. She has over 20 years of experience in the higher education and nonprofit sectors, where she has enjoyed building relationships with philanthropists of all kinds as she advances a culture of generosity. Lisa is equally passionate about contributing to a strong profession, having focused her Masters of Leadership research on employee retention and leadership development in nonprofits. She is an active volunteer in her industry and her community, currently serving as the vice-

chair of the Board of Directors for CMHA Waterloo Wellington. Lisa is a settler living in Guelph, with her husband and two children.

ORGANIZATION CHART – PHILANTHROPY

