

Memorial Hermann Foundation

Associate Vice President, Donor Engagement

Sorrell is pleased to partner with the Memorial Hermann Foundation in its search for a new Associate Vice President of Donor Engagement. The Memorial Hermann Foundation exists to support the Memorial Hermann Health System through philanthropy. Long term, its vision is to establish Memorial Hermann Health System as an essential Houston institution and the Memorial Hermann Foundation as its greatest advocate as it raises funds to power the future of medicine and better health for the people of Southeast Texas and the world.

Governed by a board of directors, the Foundation supports Memorial Hermann programs, facilities, physicians, research, and projects in the community to advance health. The support of individuals, corporations and foundations help Memorial Hermann's commitment to quality healthcare in the communities it serves.

The driving force for Memorial Hermann Health System is redefining health care for the individuals and many diverse populations it serves. Memorial Hermann's 6,100 affiliated physicians and 29,000 employees practice the highest standards of safe, evidence-based, quality care to provide a personalized and outcome-oriented experience across more than 270 care delivery sites. As one of the largest not-for-profit health systems in Southeast Texas, Memorial Hermann has an award-winning and nationally acclaimed Accountable Care Organization, 17* hospitals and numerous specialty programs and services conveniently located throughout the Greater Houston area. Memorial Hermann-Texas Medical Center is one of the nation's busiest Level I trauma centers and serves as the primary teaching hospital for McGovern Medical School at UTHealth. For more than 114 years, Memorial Hermann's focus has been the best interest of our community, contributing more than \$411 million annually through school-based health centers and other community benefit programs. Now and for generations to come, the health of the community will be at the center of what Memorial Hermann does – charting a better future for all.

*Memorial Hermann Health System owns and operates 14 hospitals and has joint ventures with three other hospital facilities, including Memorial Hermann Surgical Hospital First Colony, Memorial Hermann Surgical Hospital Kingwood and Memorial Hermann Rehabilitation Hospital-Katy.

For more information, please visit <https://www.memorialhermann.org/foundation>.

Position Overview

The Associate Vice President, Donor Engagement (“AVP”) represents the Memorial Hermann Foundation across the organization and in the community. The AVP works strategically and collaboratively to advance the work of the Foundation. The AVP provides leadership and tactical direction for special event fundraising, donor engagement and stewardship activities, individual/corporate giving, and key sponsorships. This position manages the Heroes in Health Giving Society and key donor outreach. The AVP works closely with other fundraising team members to support activities and events that enhance major and individual giving to Memorial Hermann including key community partnerships. The AVP personally manages a high-level portfolio of select donor relationships and works closely with the CEO on the recruitment, training, and onboarding of Foundation staff. The AVP must have the ability to persuade and motivate others, and to interact with high profile and high-capacity donors, senior management, board members, physicians, partners, and volunteers. This position reports to the EVP/CEO of the Memorial Hermann Foundation.

Principal Accountabilities

- Works with the CEO of the Foundation to establish measurable goals to deliver results in all assigned areas that are aspirational and achievable
- Leads the donor engagement team in planning and implementing special event fundraising, donor engagement/stewardship activities, employee/corporate giving, and key sponsorships

- Mentors, trains, supervises, and evaluates donor engagement staff
- Produces major large scale and intimate fundraising special events including the annual gala that traditionally produces \$3+ million in revenue; leads the charge to use these fundraising events as the gateway for building donor relationships and attracting new donors; manages all aspects of developing and executing these events including fundraising, talent, concept, volunteer leadership and budgeting
- Develops and executes the donor engagement event strategy to cultivate and steward donors and prospective donors to include cultivation/stewardship events and activities; coordinates with the communications lead and leadership on donor communications; as needed, works with senior leadership, clinical staff, and physicians on engagement activities to ensure seamless coordination and enhance the donor experience
- Manages and oversees the Memorial Hermann Foundation Giving Society including targeted programs and benefits
- Plans and manages the Memorial Hermann Employee Campaign to maximize participation, engagement and giving
- Leads strategic partnerships and sponsorships that advance Memorial Hermann and the Foundation
- Manages a limited, targeted portfolio of donors and prospects primarily engaged in strategic partnerships, sponsorships and events that advance the mission of Memorial Hermann and facilitate giving to the Foundation
- Works closely with the CEO on recruitment for key positions; leads the onboarding and training coordination of Foundation staff to ensure a consistent positive onboarding experience for new staff
- Ensures safe care to patients, staff, and visitors; adheres to all Memorial Hermann policies, procedures, and standards within budgetary specifications including time management, supply management, productivity, and quality of service
- Promotes individual professional growth and development by meeting requirements for mandatory/continuing education and skills competency; supports department-based goals, which contribute to the success of the organization; serves as preceptor, mentor, and resource to less experienced staff
- Other duties as assigned

Essential Education Qualifications, Skills and Experience

- Enthusiasm for and commitment to the mission of Memorial Hermann and the MHF
- Bachelor's degree or 20+ years' work experience
- 15+ years special events management experience with increasing responsibility; should include five (5) to seven (7) years of management experience and five (5) to seven (7) years with non-profit/civic event experience
- Broad experience with a variety of complex events
- Progressive leadership experience in a nonprofit organization extremely helpful
- Strong executive presence that demonstrates gravitas, skill, and authenticity, thereby instilling confidence and trust in the MHF and Memorial Hermann physicians, executives, board members and staff
- Effective in building and sustaining relationships with volunteers, donors, staff, partners, and vendors
- Strong leadership skills including a focus on teamwork, professional development, results orientation, and a spirit of service that inspires and motivates staff and co-workers
- Strong project management and problem-solving skills
- Goal orientation
- Experience in relationship management with knowledge of volunteer management and donor cultivation

- Excellent interpersonal, oral, and business communications skills; ability to persuade and motivate others
- Ability to work well with a variety of stakeholders and to adapt to meet varying needs and conditions
- High degree of professionalism, collegiality, maturity, discretion, and diplomacy required
- Demonstrates commitment to the Partners-in-Caring process by integrating MHF's culture in all internal and external customer interactions; delivers on our brand promise of "we advance health" through innovation, accountability, empowerment, collaboration, compassion, and results while ensuring one Memorial Hermann.
- Organized and able to prioritize and manage multiple activities in a timely, accurate manner
- Ability to work effectively on short notice and after normal business hours, as needed

Compensation

Compensation is competitive and commensurate with experience. Benefits and ongoing training and development are included.

Application and Referral Process

Applicant review is currently underway and will continue until the candidate has been selected. To nominate or be considered for this position, please contact Laura Sorrell at laura@sorrellco.com and 713.854.5351, or Priscilla Plumb at priscilla@sorrellco.com and 281.224.0881. All inquiries will be held in confidence.

About Sorrell

Sorrell is a highly relational provider of executive recruiting. Our mission is to serve as partners with our clients to accelerate their efforts to attract, hire and retain talent that impacts the future of the organization. For more information, call 713.840.1870.