



ASSOCIATE VICE PRESIDENT, PHILANTHROPY

Sorrell is pleased to partner with the Memorial Hermann Foundation in its search for a new Associate Vice President, Philanthropy. The Memorial Hermann Foundation exists to support the Memorial Hermann Health System as an essential Houston institution, and the Memorial Hermann Foundation aspires to become 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 6,700 affiliated physicians and 30,000 employees practice the highest standards of safe, evidence-based, quality care to provide a personalized and outcome-oriented experience across more than 260 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 \$474 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>.

About Philanthropy

Philanthropy at Memorial Hermann Foundation (MHF) has been growing steadily over the last few years, as the organization has laid the groundwork to support long-term growth and diversification of revenue sources. Under the leadership of Anne Neeson, Executive Vice President & CEO, MHF has expanded its focus to increase annual and major donor support and is in the early stages of implementing a multi-million-dollar multi-year campaign. The Associate Vice President, Philanthropy

will begin their tenure with seven direct reports and MHF anticipates significant growth in major gifts officers. The Associate Vice President, Philanthropy will serve as a collaborative leader with the Associate Vice President, Donor Engagement and the Associate Vice President, Advancement Services.

About the Opportunity

The MHF is seeking an energetic, strategic frontline fundraiser to join its development leadership team. Reporting to the EVP & CEO, Anne Neeson, the Associate Vice President, Philanthropy will manage a portfolio of prospects and donors that have the capacity to make six and seven figure gifts to support the organization's mission and goals. The portfolio will be a mix of individuals, corporations, and foundations. Major gifts represent a burgeoning area of MHF donors and prospects at the six and seven figure levels and the Associate Vice President, Philanthropy will play a significant role in MHF's multi-billion-dollar campaign that is currently underway. This position offers an exceptional and entrepreneurial candidate the chance to make a difference by growing resources for an organization with a powerful track record.

Position Overview

The Associate Vice President, Philanthropy ("AVP") represents the MHF 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 direction to the major gifts fundraising staff and manages a limited portfolio of high capacity, high profile donors from all sources. The AVP coaches the major gifts staff in their efforts to identify, cultivate, solicit, and steward major gifts; and an essential part of the job will be effectively communicating the mission of the MHF to all audiences. The AVP works collaboratively with other fundraising team members to support the strategic plan to increase support for Memorial Hermann. 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.

Duties and Responsibilities

- Working with the CEO, establishes measurable annual goals to increase fundraising results that are both aspirational and achievable.
- Works collaboratively and strategically with the AVP, Advancement Services and the AVP, Donor Engagement to build the pipeline of major gift level donors.
- Mentors, trains, supervises, and evaluates major gifts staff.
- Provides strategy, direction, support, motivation and coordination to major gifts officers as they work to secure six and seven figure gifts.
- Qualifies and manages a limited portfolio of high-capacity, high-profile donors from all sources.
- Develops and executes cultivation, solicitation, and stewardship strategies to annual, campaign, and planned gifts of \$100,000+ from individuals, foundations, and corporations.
- Collaborates on the development of strategies for campaigns and other fundraising initiatives including developing fundraising campaign plans.
- Gives guidance and helps set the direction of the stewardship program to ensure that donors are recognized and perpetually cultivated in effective and meaningful ways.
- Participates in and supports the fundraising initiatives of the MHF, including special events and donor engagement activities.

- Keeps abreast of current best practices in the development profession, continuously evaluating new and emerging ideas for potential implementation at the MHF.
- Remains informed about developments in the competitive marketplace, especially in the Texas Medical Center and Houston nonprofit sub-sectors.
- Promotes individual professional growth and development by meeting requirements for mandatory/continuing education and skills competency.
- Supports the Foundation-based goals that contribute to the success of the MHF and Memorial Hermann.
- Is willing to accept other duties and responsibilities as assigned.

Essential Education Qualifications, Skills and Experience

- Enthusiasm for and commitment to the mission of Memorial Hermann and the MHF.
- Bachelor's degree, preferably in business, liberal arts, or related field; CFRE is a plus.
- 10+ years of fundraising experience and 5+ years of management experience with a proven track record of successful major gifts fund development.
- Demonstrated success in fundraising from a variety of sources, including individuals, foundations, and corporations.
- Experience in planned giving is a plus.
- Extensive knowledge of fundraising strategies and principles.
- Proven ability to successfully manage a portfolio of major gift prospects coupled with the proven ability to cultivate and close six and seven figure gifts.
- Exceptional verbal, written, interpersonal and presentation skills.
- Goal-oriented, including the ability to translate strategies into measurable goals, to analyze goals, and to delegate and accomplish goals through others.
- Strong critical thinking and problem-solving skills.
- Ability to work well with a variety of stakeholders fostering an atmosphere of flexibility, creativity and adaptability to meet the varying needs.
- Experience managing relationships with volunteers and donors.
- Excellent organizational skills with the ability to execute projects effectively and think ahead.
- Proficiency in Microsoft Office products. Knowledge of Raiser's Edge a plus.
- Knowledge of Houston's philanthropic community and the confidence to engage its members with maturity, discretion, and diplomacy.
- Progressive leadership and management experience in a nonprofit organization is essential.
- Strong presence that demonstrates gravitas, skill, and authenticity, thereby persuading, motivating, and instilling confidence and trust in the MHF and Memorial Hermann physicians and medical researchers, executives, board members and staff.
- Inspiring leadership skills and a management style that focuses on innovation, collaboration, teamwork, professional development, results orientation, and a spirit of service.
- Proven ability to prioritize and manage multiple activities and projects 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. 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.