

ballinger | leafblad

www.ballingerleafblad.com



ORGANIZATION

Gillette Children's Specialty Healthcare

POSITION

Executive Vice President (EVP) Philanthropy
and
Chief Development Officer (CDO)

BRIEF

Ballinger Leafblad is pleased to conduct a search for Executive Vice President (EVP) Philanthropy and Chief Development Officer (CDO) at Gillette Children's Specialty Healthcare in Saint Paul, Minnesota.



ORGANIZATIONAL OVERVIEW

Gillette Children's Foundation was created in 1984 to raise funds and awareness for Gillette Children's Specialty Healthcare, a self-supporting, nonprofit organization that accepts payments from insurance providers and receives no assistance from the state.

The Foundation's work supports:

- Pioneering Treatments for better outcomes
- Cutting Edge Research to improve quality of life
- Family Assistance to cover equipment costs
- Purchases of lifesaving medical technology
- Improvements to the facilities used by patients

GILLETTE CHILDREN'S SPECIALTY HEALTHCARE

HISTORY

The nation's first hospital dedicated to serving children with disabilities, Gillette has remained true to its mission and care model as its patient population has grown over the last 125 years.

Gillette's name honors its founder, Dr. Arthur Gillette, an orthopedic surgeon who petitioned the Minnesota legislature to provide funding for the hospital in 1897.

In 1975, Gillette became a self-supporting, non-profit organization and continues as such today. Gillette serves more than 25,000 patients annually with approximately 85 percent from Minnesota and the remainder traveling from across the nation and the world.

22,682

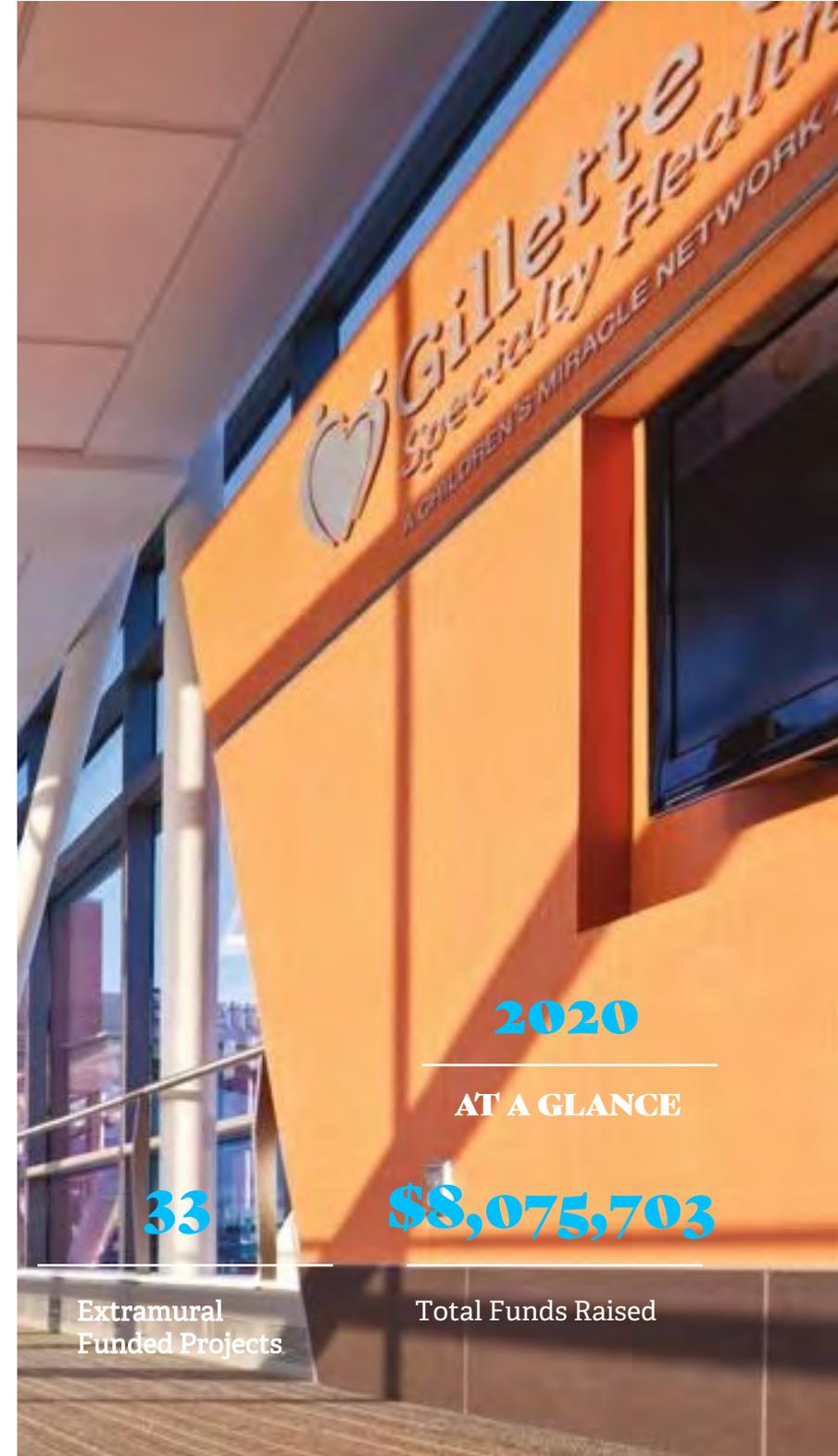
Patients Served
87 counties, 42
states, 8 countries

115

Active Research
Studies

88

Peer Reviewed
Publications



2020

AT A GLANCE

33

Extramural
Funded Projects

\$8,075,703

Total Funds Raised

HISTORY, cont.

Hospitals, associations, and researchers across the globe seek out Gillette's specialized health care providers for expert advice and leadership. The hospital holds an international reputation for gait analysis research, cerebral palsy care, and orthopedics, among other distinguished programs.

The mission and vision of Gillette revolve around the patients it serves and their families. Gillette puts patients at the center of its care model and enables each patient to realize their unique goals through focused expertise, coordinated care, and trusted relationships.

Because children with disabilities often need a more advanced level of medical care than the average pediatric patient, experts work in cross-disciplinary teams to provide care that results in a highly coordinated healthcare experience.

Gillette Children's Specialty Healthcare foundation raises philanthropic support and increases public awareness for the mission and work of Gillette.



TREATMENT AND PROGRAMS AT GILLETTE

Gillette has one of the nation's largest concentrations of pediatric orthopedic surgeons and board-certified pediatric rehabilitation medicine specialists. Gillette treats the rarest and most complex musculoskeletal and neurological conditions. The care model is structured around every child's needs, focusing on conditions such as cerebral palsy, muscular dystrophy, and rare genetic disorders such as Rett syndrome.

Gillette treats patients who have conditions and disabilities affecting the muscles, bones, brain and nervous system. They treat patients who require lifelong care as well as short-term care for conditions such as fractures or concussions. Gillette doesn't provide oncology care but they do offer rehabilitation therapy for children who need to regain their strength and function following cancer surgery or treatment.

The top conditions by volume seen at Gillette are:

- Cerebral Palsy
- Limb Length Discrepancy
- Development Dysplasia of Hip
- Epilepsy
- Idiopathic Scoliosis

A list of all conditions can be found at <https://www.gillettechildrens.org/conditions-care/o/conditions>

SUMMARY

Advocating for the health of children who have complex and rare conditions has always been at the heart of the mission of Gillette Children's Specialty Healthcare. Gillette is known for excellence – particularly in the areas of cerebral palsy, gait and motion analysis, complex pediatrics, pediatric orthopedics, pediatric neurology and neurosurgery, and pediatric rehabilitation medicine.

VISION

We redefine what is possible in all we do so every child can realize their full potential.

MISSION

We partner with individuals and families to provide specialized, coordinated health care for complex, rare and traumatic conditions starting in childhood.

ORGANIZATIONAL PRINCIPLES

- We partner with individuals and families to provide specialized, coordinated health care for complex, rare and traumatic conditions starting in childhood.
- We do this with compassion for and understanding of individuals and families.
- We do this with unparalleled clinical leadership.
- We do this through discovery, research, and education.
- We do this together.

RESEARCH

Gillette researchers are building knowledge to improve the lives of children with disabilities. Current research includes investigating genetic causes and possible treatments for Rett syndrome; studying how the care of Gillette's patients who have cerebral palsy received during childhood has affected them as adults; exploring new ways to slow or stall progression of muscular dystrophy; and assessing and alleviating chronic pain in patients who are nonverbal.

GILLETTE CENTER FOR CERABRAL PALSY

Gillette is one of the world's top cerebral palsy centers, home to leading specialists in treatments for cerebral palsy, including pediatric orthopedics <https://www.gillettechildrens.org/conditions-care/orthopedics>, neurology <https://www.gillettechildrens.org/conditions-care/neurology> and neurosurgery <https://www.gillettechildrens.org/conditions-care/neurosurgery>

JAMES R. GAGE CENTER FOR GAIT AND MOTION ANALYSIS

The Gage Center lab uses motion capture technology to provide a dynamic, three-dimensional view of a child's movements. This technology helps Gillette's specialists create a treatment plan ideally suited to the needs of each child. The gait lab is one of the three busiest centers in the world. In 2020, 408 gait and motion analyses were performed.



CENTER FOR PEDIATRIC NEUROSCIENCES

In 2004, the Center for Pediatric Neurosciences became the first in Minnesota and one of only a few pediatric centers in the U.S. to treat issues associated with cerebral palsy, brain and spinal cord injuries, spine disorders, epilepsy, and neuromuscular disorders.

GILLETTE PEDIATRIC INTENSIVE CARE UNIT

This unit opened in 1995 to better serve children recovering from surgery, those who have serious illnesses, and trauma patients who arrive at Regions Hospital.

LOCATIONS

In addition to the main Saint Paul Campus, Gillette has clinics for outpatient services around Minnesota. Locations are St. Paul Phalen Clinic, Alexandria, Baxter, Bemidji, Burnsville, Duluth, Mankato, Maple Grove, Marshall, St. Cloud, and Willmar.

Thanks to the support of donors, Gillette's expanded Maple Grove Clinic was officially reopened in December 2020. This location provides more services and offers coordinated care to patients in Maple Grove and surrounding areas. Enhancements include a full-size therapy pool, therapy gym, and state-of-the-art EOS imaging.

Gillette is in the midst of current fundraising campaigns for an Adult Inpatient Unit and Multipurpose and Community Space expected to be completed in 2022.



Adult Inpatient Unit

The renovation of Gillette's Adult Inpatient Unit includes five fully transformed patient rooms that offer dignity, privacy and comfort to adults during inpatient stays.

Expanded family spaces provide comfort to caregivers, and state-of-the-art equipment upgrades enhance patient safety and staff efficiency.

New Multipurpose and Community Space

In Fall 2020, Gillette broke ground on a new multipurpose facility designed to transform the patient, family, staff and visitor experience at the main campus in downtown St. Paul. This expansion will play a pivotal role in Gillette's future clinical programmatic growth through the relocation of non-clinical services. It will also provide the opportunity to create gathering spaces where patients can experience the joy of physical play, and the community can join together to learn about Gillette's mission.



GILLETTE CHILDREN'S FOUNDATION

Gillette Children's Foundation exclusively supports the mission and vision of Gillette Children's Specialty Healthcare.

The Foundation's 13 staff members work to raise philanthropic support for three areas of focus:



57% Patient Care
23% Research education and other
20% Capital Improvements

FUNDING PARTNERSHIPS and ANNUAL EVENTS



Gillette Children's Specialty Healthcare is the only Children's Miracle Network Hospital for Minnesota and Western Wisconsin.

Children's Miracle Network Hospitals raises funds for 170 children's hospitals across the country. Those hospitals use the money where it is needed most. Donations stay in the community where they are made, ensuring every dollar helps local kids.

Extra Life Game Day

This event is held in partnership with The Nerderly. Thousands of gamers around the world finish their year-long fundraising efforts by committing to play for 24 hours to raise more money for their local Children's Miracle Network Hospital.

Gillette Golf Tournament

Coordinated by a dedicated group of volunteers, the tournament has raised over \$2.7 million for the James R. Gage Center for Gait and Motion Analysis.



Since 1998, the KS95 Morning Show has held a day-long radio fundraiser to raise funds and build awareness for Gillette Children's Specialty Healthcare. The funds are divided between Gillette and the Children's Cancer Research Fund.

Mauer and Friends

The annual Mauer and Friends Kids Classic is a favorite tradition hosted by former Twins catcher and first baseman, Joe Mauer, and his wife, Maddie. Patients, corporate sponsors, and professional sports players gather at Target Field for fun activities and interaction. This event has raised over \$1 million for Gillette over the course of 6 years.

Run, Walk, and Roll

Since 2014, this event has brought together hundreds of participants to raise nearly \$50,000. Funds from this event help provide patients with the adaptive equipment they need. This event is made possible through the hard work of Gillette's volunteer committee.



Friends of Gillette Society

Until its 35th and final event in 2019, the Friends of Gillette raised awareness and funds in support of Gillette Children's Specialty Healthcare through an annual benefit that gathered families, donors and community members to celebrate Gillette's mission. Many of the Friends are Gillette parents who had personally experienced their child's transition from pediatric to adult care.

In honor of the group's tireless work on behalf of children and families, The Gillette Children's Foundation renamed their leadership giving society The Friends of Gillette Society. The society—which includes donors contributing \$1,000 or more annually—now bears the Friends of Gillette name, continuing a powerful legacy of generosity, heart, and service.

FUNDING PARTNERSHIPS and ANNUAL EVENTS, cont.

Other fundraisers and advocacy campaigns include:

The Flood Run, sponsored by Indian Motorcycle, is one of the oldest and largest motorcycle runs in America.

Hiway Hockey Kids4Kids, presented by Hiway Federal Credit Union in partnership with the Minnesota Wild, encourages youth hockey player to come together to raise funds for Gillette.

Mall of America Day of Play, held in August at the Gillette's Saint Paul campus, sees patients and families participate in activities throughout the day.

Bullseye's Wonderful Winter Bash, a partnership between Target and the Minnesota Twins, transforms Gillette's Saint Paul campus into a winter wonderland for patients and their families.



DIVERSITY, EQUITY AND INCLUSION

Gillette Children's Specialty Healthcare is committed to creating an equitable, anti-racist, and inclusive environment where all patients, families, and staff are welcomed and valued. We believe diverse perspectives and identities foster excellence, improve patient care, and are essential for Gillette to fulfill its mission.

Gillette's DEI Statement <https://www.gillettechildrens.org/about-gillette/dei>

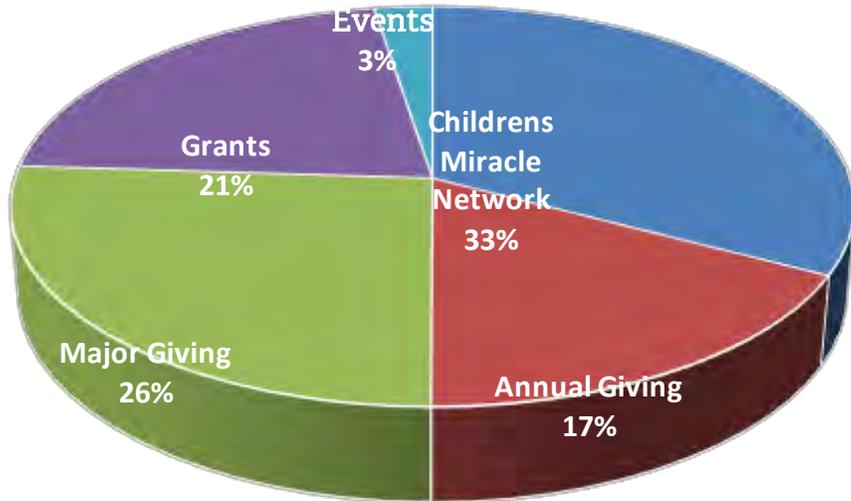
ORGANIZATIONAL CULTURE

The team at Gillette Children's Foundation describes the organization's culture as:

- Proud of the organization's work
- Committed to the mission
- Hardworking
- Innovative; trying new things
- Team oriented, collaborative



Fundraising Sources 2020



- Major Giving
- Grants
- Children's Miracle Network
- Annual Giving
- Events
- Communications and Stewardship
- Operations

**EXECUTIVE VICE PRESIDENT (EVP) PHILANTHROPY and
CHIEF DEVELOPMENT OFFICER (CDO)****POSITION SUMMARY**

The Executive Vice President of Philanthropy and Chief Development Officer is a dynamic role providing leadership and oversight for all of Gillette Children's Specialty Healthcare philanthropy, fundraising, and related advocacy activities.

The EVP/CDO will have overall responsibility for the development and implementation of strategies to diversify and increase philanthropic revenue sources to fund needs of Gillette Children's Specialty Healthcare as well as build the net asset base of the Foundation. The position is also responsible for maintaining a portfolio focused on corporate relations and for developing strategies to enhance both corporate and corporate foundation support.

The successful candidate for this role will be a strategic leader; someone who will take decisive action based on finite information, and actively participate in the success of Gillette strategic initiatives. As an active member of the Leadership Team, the EVP/CDO will work collaboratively with their colleagues in creating and supporting a long-term strategy for the Foundation, developing key policies, and developing the annual Foundation Operating Plan.

Additionally, this executive will lead by example with a quality orientation-- to promote an environment focused on enhancing the quality of Foundation interactions and services, donor engagement and satisfaction, and appropriate growth of revenue through a variety of tactics.

This EVP/CDO is directly responsible for the Foundation and associated positions within the Foundation, being a consultative, proactive business partner with the Leadership Team and the Board of Directors. Through sound planning and management, the EVP/CDO will ensure that Gillette Children's Foundation manages its resources, fulfills its mission, maintains its core values, and assures a vibrant future for the organization.

The EVP/CDO will enthusiastically engage external constituencies as spokesperson and fundraiser, and build positive relationships with partner organizations, funders, the media and others. The ability to lead a team strategically and with vision is vital.

Major Job Responsibilities

- Lead the development of the Foundation’s long-range, strategic, and operational plans; manage the execution of the plans to ensure that objectives are being achieved.
- Structure and lead the planning, implementing, and coordinating of fundraising activities to meet fundraising and donor development objectives.
- Oversee and participate in research to identify resources available through community foundations, trusts, and grants, and develop fundraising/solicitation approaches and campaigns.
- Encourage, partner, and engage with internal stakeholders and community supporters to raise funds for Gillette Children’s Specialty Healthcare programs and services.
- Design and implement local, regional, national, and international foundation platforms that are diverse and inclusive.
- Develop and implement a corporate foundation strategy to increase support to Gillette.
- Develop, evaluate, and revise annual goals for the Foundation in collaboration with the CFO and the President and CEO.
- Develop and monitor annual budgets that ensure the Foundation has the necessary resources to carry out its goals and objectives.
- Work collaboratively and productively with Foundation staff, Executive team, management, volunteers, providers, and the Board; also interact professionally and positively with Gillette Children’s Specialty Healthcare staff.
- Maintain positive working relationships with external organizations to increase community awareness of the related needs of Gillette Children’s Specialty Healthcare.
- Stay current with the latest developments, advancements, and trends in philanthropy and advancement.
- Provide executive leadership, participation, and oversight for advocacy and community relations efforts on behalf of Gillette Children’s Foundation.
- Develop and maintain an equity lens in key relationships, including with Board, staff, and all fundraising stakeholders.

- ***As Leader of the Foundation***, bring a positive approach and a style of collaboration, creativity, encouragement, partnership, optimism, and determination.
- Lead an organizational culture that values and rewards passion, honesty, achievement, teamwork, creativity, and innovation.
- Set a tone of optimism, innovation, and collaboration within the Foundation; maintain and enhance the positive partnerships between the Foundation and other parts of the organization.
- Hire, coach, motivate, and evaluate Gillette Children’s Foundation staff with a focus on staff retention and maximizing individual and group capabilities.
- Assure ongoing professional development and coaching for staff at all levels.
- Identify and analyze the structure of the organization, design of jobs, and work processes for Foundation and implement appropriate changes to improve effectiveness, productivity, and efficiency.

**EXECUTIVE VICE PRESIDENT (EVP) PHILANTHROPY and
CHIEF DEVELOPMENT OFFICER(CDO)*****Reporting Relationships***

The EVP/CDO reports to the President and CEO of Gillette Children's Specialty Healthcare, which is governed by one fiduciary Board serving the Hospital (clinical enterprise) as well as the Foundation. The EVP/CDO will work collaboratively with the Executive team, Board of Directors and Board Community Committee members.

A member of the organization's executive leadership team, the EVP/CDO provides leadership, vision, and operational direction for Gillette Children's Foundation and serves as the leader of a comprehensive philanthropic resource development program.

The EVP/CDO oversees a staff of 13 full-time professionals. Direct reports are Development Officer-Major Gifts, Supervisor-Foundation Operations, and Lead Annual Giving Officer.

This critical leadership role is responsible for collaborating with several departments, functions and the associated positions to achieve the Foundations goals, including Finance, Financial Planning and Analysis, Planning and Business Development, Marketing and Communications, Administration and others.

Desired Qualifications

- Educational or knowledge base and interest related to healthcare, clinical, and research industries.
- Significant background of demonstrated fundraising and major donor development and solicitation.
- Staff leadership experience including oversight of management level direct reports.
- Demonstrated success in engaging a high-level community board of directors.
- Proven success in multi-million-dollar philanthropic & capital campaign leadership.
- Demonstrated success leading a development function in a large, complex environment.
- Exceptional verbal, written and presentation skills.
- Knowledge of current health care systems and ability to align with organizational goals and outcomes.
- Functional credential is preferred, such as Certified Fundraising Executive (CFRE) or equivalent philanthropic certification.

**EXECUTIVE VICE PRESIDENT (EVP) PHILANTHROPY and
CHIEF DEVELOPMENT OFFICER(CDO)*****Leadership Characteristics and Abilities***

- Commitment, excitement and passion toward the organization's mission.
- Effective communication skills with a variety of diverse stakeholders, including internal colleagues, external partners, donors and funders, and local leaders, overall maintaining a collaborative and approachable style.
- Ability to lead and enhance a cohesive, accountable culture; ability to grow and modify the culture as the organization evolves.
- Strategic orientation; innovative approach.
- Politically astute; able to navigate and function effectively in an increasingly 'political' environment.
- Collaborative approach with multiple levels of management and within a complex system.
- Ability to positively and accurately represent the organization and its values to the community.
- Has an empowering, coaching leadership style and an encouraging and thoughtful style of planning and change management.
- Commitment and passion for diversity, equity, and inclusion.
- Comfort working with ambiguity making sound decisions without possessing 100 percent of the necessary information.
- Complement the leadership team by bringing different perspective.
- Authentic, engaging, and transparent. Display a flexible and adaptable style.
- Ability to work as a team player at varying levels of seniority yet also comfortable working independently.
- Consistently maintain confidentiality at the highest level and exhibit the highest standards of integrity and principled leadership.

Compensation

The salary range for this position is \$200,000-\$265,000 and includes participation in the organization's comprehensive benefits plan.

COMMUNITY INFORMATION

The Twin Cities metro area includes Minneapolis, Saint Paul, and the surrounding suburban area. Making up the 14th largest metropolitan area in the country, it is a unique blend of a small town and major cosmopolitan hub. Both urban cores boast a thriving business atmosphere. Saint Paul, as the state capital, is home to state government and has a more historical vibe. Minneapolis is the larger and more commercial of the two cities.



Separated by the Mississippi River, both cities share a common root of being river towns - and the great outdoors are still a major attraction for residents and visitors alike. There are over 100,000 acres of parks, walking and bike paths, and other outdoor spaces.

Outside of the central downtowns, however, both cities have many distinct neighborhoods, and residents identify more with their individual communities than with the larger city as a whole. The area has a diverse range of neighborhoods and homes, with an atmosphere of a small town feeling with the conveniences and cultural hallmarks of a big city.

3.6m

Population in the
Greater MSP region

1,750+

Regional Lakes

300

Parks

1,000

Miles of dedicated on
& off-road bikeways

60+

Museums in the
metro area.

The Twin Cities offer something for everyone, from six professional sports teams to a robust theater and arts scene. There is a thriving “foodie” culture offering award-winning restaurants (several chefs have been regional James Beard Award winners). Shopping is plentiful with area malls and unique shopping districts in both cities and in the suburbs.



Nearly every weekend in the summer there are several outdoor events for participants and spectators—triathlons, biking races, marathons, boat races, water skiing competitions, and golf tournaments, including several PGA tournaments. Winter is also celebrated with events such as the Saint Paul Winter Carnival, the City of Lakes Loppet Winter Festival, and the U.S. Pond Hockey championships. And for those who want to get away from it all, ice fishing and snowmobiling are popular Minnesota pastimes.

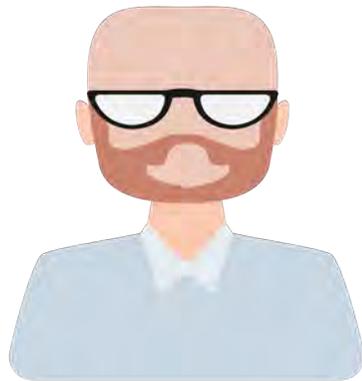


RESOURCES

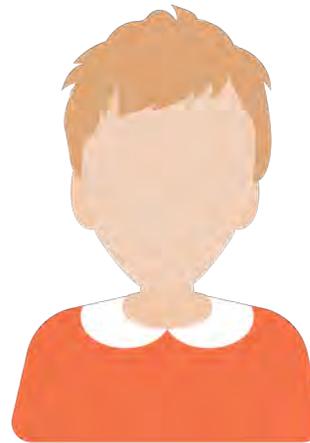
Meet Minneapolis
Saint Paul
Greater MSP Partnership
Saint Paul Convention & Visitors Bureau
Saint Paul Chamber of Commerce
Minneapolis Park & Recreation
Minnesota Compass

<https://www.minneapolis.org/>
<https://www.stpaul.gov/>
www.greatermSP.org
<https://www.visitsaintpaul.com/>
<https://www.stpaulchamber.com/>
<https://www.minneapolisparKs.org/>
www.mncompass.org

WE INVITE YOU TO GET IN TOUCH.



Lars Leafblad, MBA
Co-Founder/Principal
612-598-7547
lars@ballingerleafblad.com



Marcia Ballinger, PhD
Co-Founder/Principal
651-341-4840
marcia@ballingerleafblad.com

CIVIC SEARCH. REIMAGINED.

