



Director of Philanthropy

Executive Profile Presented By



Lions Gate Hospital (LGH) is synonymous with healthcare excellence on Vancouver's North Shore. It's not hard to fathom that every North Shore resident – from Lions Bay, North and West Vancouver, and even Bowen Island - has a personal connection to the hospital, shaped by experiences of recovery, healing, childbirth, and loss.

These close community connections and deep local understanding mean that **Lions Gate Hospital Foundation** (LGHF/ the Foundation) is often the philanthropic destination of choice for caring community members eager to accelerate progress and innovation in care, and express gratitude. The staff and leadership of LGHF have developed warm and trusted relationships with donors, translating their generosity into meaningful impact – from the Paul Myers Tower, to the Hope Centre (for mental health), to doubling the size of the Oncology Clinic, and other key investments.

In fact, over the past decade, LGHF has invested \$220 million to advance care at Lions Gate Hospital and across all publicly funded health care facilities throughout the North Shore. The Foundation's team of ten full-time and three part-time staff has achieved remarkable results – raising approximately \$30 million annually, yet remarkably never having had a dedicated major gift staff member focused exclusively on leading engagement of their highest value prospects. Until now.

In response to this opportunity, the Foundation has created the **new role of Director of Philanthropy** to continue its tradition of excellent donor stewardship and care, expand relationships with community members, and partner closely with Foundation CEO Judy Savage as the Foundation plots its future leadership direction.

This is a compelling opportunity for a highly relational fundraiser to:

- Join an exceptional and mission-driven team;
- Build on the Foundation's outstanding reputation for donor stewardship and service;
- Expand and deepen relationships with an excellent group of viable prospects;
- Work with and learn from one of Canada's most credible and effective fundraising CEO's.

Information for Candidates

This search is being led by Lions Gate Hospital Foundation's search partner, Christoph Clodius at The Discovery Group.

If you or someone you know is interested or curious, please connect with Christoph at christoph@thediscoverygroup.ca. We welcome questions and enquiries.

Application Timing and Selection Process:

All submissions should be received by April 6, 2026. Please apply to Christoph with a cover letter/expression of interest and resume/CV, together in a single document.

Compensation & Benefits:

The successful candidate can expect a starting annual salary of between \$120,000 to 150,000. Exceptional benefits, administered by Vancouver Coastal Health, include extended health and dental (100% employer-paid), MPP pension plan, four weeks of holidays, parking, and a focus on professional development and memberships in a great work environment with strong work-life balance.

Location & Working Environment:

This is a full-time permanent role based at the Foundation's offices located at LGH, East 15th Street, North Vancouver. While some work from home is possible, staff are strongly encouraged to be present to enable both planned and spontaneous meetings with donors, patients, and families.

A flexible schedule is required for some occasional evenings and weekends for donor meetings and events, and a valid driver's license and/or access to a vehicle is needed for donor visits.

Territory Acknowledgement:

LGH Foundation recognizes that our place of work lies on the traditional homelands of the x̱m̱əθḵ'əy̱əm (Musqueam), S̱ḵw̱x̱ wú7mesh (Squamish), and Səl 'ílwətał (Tsleil-Waututh) Nations.

Diversity, Equity & Inclusion:

The Foundation welcomes applications from all qualified individuals, including, but not limited to, persons with disabilities; racialized persons; First Nations, Inuit, and Métis; and persons of any gender identity and sexual orientation. The Foundation is committed to providing an inclusive and barrier-free recruitment process and work environment.

Studies have shown that women and people of colour are less likely to apply to jobs unless they meet every single qualification. LGHF is dedicated to building a diverse, inclusive, and authentic workplace, so if you are excited about this role but your past experience or competencies don't align perfectly with every desired trait listed below, we encourage you to reach out anyway. You may, in fact, be just the right candidate for this - or other - roles.

Welcome
to Lions Gate Hospital
Vancouver Coast
Promoting

The hospital
is here.



About Lions Gate Hospital Foundation

Lions Gate Hospital Foundation accelerates progress and innovation in health care on the North Shore. By funding life-saving equipment, the latest medical technology, and state-of-the-art facilities, more people on the North Shore can receive life-changing care.

Since 1981, the Foundation has raised funds for healthcare facilities on the North Shore, most notably Lions Gate Hospital as well as Evergreen House, Cedar Garden, Cedarview Lodge, Berkley Care Centre, Margaret Fulton Centre, West Vancouver Adult Day Centre, North Shore Hospice, Community and Family Programs, and the Greta and Robert H.N. Ho Psychiatry & Education Centre (the Hope Centre).

Over the past 10 years, LGH Foundation has invested \$220 million of donor support for many different areas of care at Lions Gate Hospital and all publicly funded health care facilities across the North Shore. From the new Paul Myers Tower and spinal robotics to AI-assisted colon cancer screening and the expansion in minimally invasive procedures, the Foundation and supporters are able to ensure that care is constantly evolving and improving to meet the changing needs of the community.

More recently, the Foundation has purchased more than \$27 million in equipment to support care in areas including the Paul Myers Tower, Division of Neurosurgery, the Cast Clinic, Emergency Department, Neonatal Intensive Care Unit, Community Nursing, Wound Care, the LGH Neurosciences Program, Hospice and Palliative Care and the Intensive Care Unit.

The Foundation has a dedicated and active Board representing a wide cross-section of North Shore residents and professionals. As a dedicated fundraising group, all Board members donate to the Foundation.

Philanthropy & Fundraising

The Foundation is a high-performing fundraising organization, with a wide range of programs generating over \$30 million annually – a notable achievement for a focused and high-impact team.

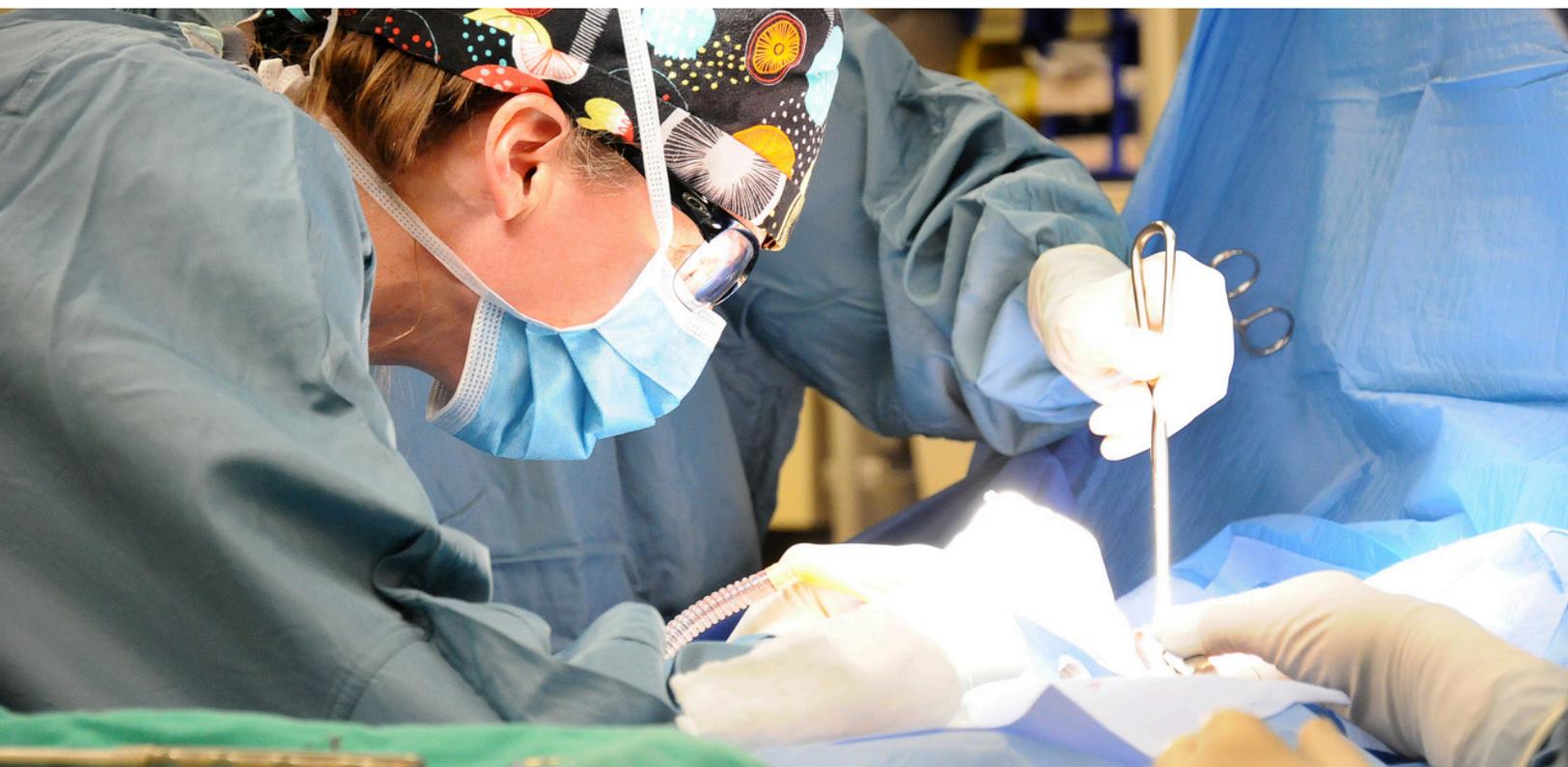
For instance, last year alone, the Foundation secured four \$1 million gifts and an additional five exceeding \$500,000. Planned giving generated a further \$6 million, and the 250+ documented planned gifts speak to the deep, long-term confidence in the Foundation and the hospital.

The Director will step into a well-developed pipeline ready for deeper engagement. For example, 110 donors who contributed more than \$5,000 last year currently have no assigned relationship manager – representing a significant opportunity.

The Foundation has a strong relationship with the Hospital and Health Authority, which allows for both significant large-scale and impactful projects to be prioritized, as well as being responsive to donors with particular interests.

Examples of past successful campaigns over the last 6 years include:

- \$127M for the Paul Myers Tower, including a \$20M campaign for the technologies in the building;
- \$24M to expand the Oncology Clinic (completed in 2025);
- \$12.8M for Medical Imaging, including a 2nd MRI and two new Interventional Radiology Suites;
- \$10M for a new High Acuity Unit;
- \$7.25M to acquire 2 surgical robots (a Mazor Neurosurgery robot; LGH was the 2nd hospital in Canada to acquire this technology), and \$5.5M for a Da Vinci XI robot, which went into service in January 2026.



Additionally, LGHF purchases a variety of hospital equipment and supports staff education throughout the year for about \$3M-\$5M.

The Foundation's current Re-Imagine Rehab Campaign, with a projected goal of over \$20M, will help build a new inpatient unit that will provide support, not just for stroke patients, but for the hundreds of people dealing with a range of neurological injuries and recovering from traumatic injuries, surgery and debilitating illness. Learn more about the Re-Imagine Rehab Campaign [here](#).

With the Paul Myers Tower now open, the Foundation's focus is on rejuvenating the South Tower. The new High Acuity Unit was the first phase, and the Rehab Unit is the second phase. Once this project gets underway, it's expected that the focus will shift to the third floor – for a new Labour and Delivery, Maternity, Neonatal Intensive Care Unit and Pediatric Unit.

Looking ahead, the Foundation is awaiting the completion of a visioning and master planning exercise for the LGH campus. The Foundation's substantial assets on its financial statements relate to payments pending for the above campaigns as equipment is bought and capital assets are acquired.

Director Role: Position Summary

The Director of Philanthropy will provide strategic leadership in advancing philanthropy on the North Shore. Reporting directly to the President & CEO, the Director is responsible for securing major and transformational gifts, cultivating deep relationships with donors, and inspiring philanthropic investment in the hospital's highest priorities.

As the senior fundraising leader within the Foundation, the Director will manage a portfolio of high-potential donors while also mentoring colleagues, demonstrating best practices, engaging volunteers, and collaborating closely with hospital executives and clinicians. The successful candidate will bring a proven track record in securing substantial major gifts, the ability to earn donor trust and confidence, and the strategic insight to align donor passions with transformational projects – including capital developments, advanced medical equipment, leading-edge technology, and innovative patient care programs.

Key Responsibilities

Strategic Fundraising & Donor Portfolio Management

- Lead a personal portfolio of major gift donors and prospects, with a focus on six and seven-figure commitments.
- Develop and execute customized cultivation, solicitation, and stewardship strategies that result in long-term, multi-year support.
- Collaborate with the CEO, Vice President, Foundation peers, board members, and campaign volunteers to advance donor relationships and secure significant gifts.
- Identify and qualify new prospects through research and data mining of LGHF's donor database, creating tailored engagement strategies.

Leadership & Campaign Engagement

- Serve as the Foundation's senior fundraising leader, mentoring philanthropy staff in major gift strategies, donor engagement, and stewardship best practices.
- Provide leadership support for campaigns, ensuring alignment with hospital and community priorities.
- Partner with the communications and donor relations teams to develop compelling cases for support, proposals, and presentations.
- Support Campaign Committees and volunteers, including preparation of agendas, materials, and prospect strategy.

Donor Engagement & Stewardship

- Act as a trusted philanthropic advisor, cultivating strong, authentic donor relationships through personal meetings, hospital tours, and recognition opportunities.
- Ensure an exceptional donor experience through timely and meaningful stewardship, transparent reporting, and impactful recognition.
- Represent LGHF as a senior ambassador at community events, donor gatherings, and public presentations to enhance visibility and inspire giving.

About the Director

The ideal Director brings a caring and compassionate approach, with the emotional intelligence required to sensitively navigate the experiences of patients and their families. The ideal candidate is a self-starter who demonstrates initiative, generates thoughtful ideas, and approaches their work with energy and accountability. Familiarity with the North Shore community and its unique dynamics will be a strong asset and logistically helpful.

The new Director will be highly relational and authentic, connecting easily with others and thriving in collaborative environments. They will be hardworking, flexible, and mission-oriented, with a genuine commitment to advancing the Foundation's impact. With the potential to grow into a future leadership role, they possess vision, ambition, and a deep desire to serve the best interests of the community.

Ideal Qualifications & Background

- Significant and progressive experience in major gift fundraising, with a proven record of securing six and seven-figure commitments, or commensurately large and complex gifts.
- Experience in health care, higher education, or similarly complex, mission-driven organizations would be valuable.
- Demonstrated ability to engage, inspire, and influence senior donors, volunteers, and stakeholders.
- Strategic thinker with exceptional judgment, diplomacy, and discretion.

- Excellent written and verbal communication skills; confident in presenting to individuals, committees, boards, and groups.
 - Experience working directly with senior executives and volunteer leadership.
 - Proficiency with donor management systems (e.g., Raiser's Edge).
 - University degree in a relevant field, CFRE designation or equivalent credentials, or an equivalent combination of training, volunteering, and experience.
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Leadership Biography



Judy Savage, President & CEO
Lions Gate Hospital Foundation

Judy has guided and inspired Lions Gate Hospital Foundation (LGHF) since 2002. During her transformational tenure, donation revenues have grown from \$3 million per annum to \$45 million, while LGHF's endowment has grown from \$6 million to \$90 million.

Prior to her current position, Judy was a senior consultant with KCI Inc., specializing in major gift and capital campaign fundraising. She also gained invaluable experience at St. Paul's Hospital Foundation and as Constituency Assistant to a Federal MP and Cabinet Minister.

Judy is a graduate of Queen's University (BA Psychology) and holds the Certified Fund Raising Executive (CFRE) professional designation. She is a former director of the Association of Healthcare Philanthropy (AHP Canada) and the Association of Fundraising Professionals Vancouver Chapter. Her volunteer activities have included the Minerva Foundation and the Canadian Merit Scholarship Foundation. Judy enjoys biking, hiking, yoga, cold water swimming and is an avid knitter.



Navigating complex challenges for social profits

The Discovery Group is an international consulting firm dedicated to the social profit sector. We believe that social profit organizations can change the world. Since 2017 it has been our mission to help social profits across the globe achieve their vision and elevate community impact. We work side-by-side with our clients to help them envision change, determine how to make it happen, and put the necessary tools and skills in place for success.

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