



**Fraser Valley
Health Care**
FOUNDATION



Executive Director

Executive Profile Presented By

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Fraser Valley Health Care Foundation (FVHCF) is the leading fundraising agency that supports health care across the Eastern Fraser Valley, including Abbotsford Regional Hospital and Cancer Centre, Chilliwack General Hospital, Mission Memorial Hospital, Fraser Canyon Hospital, and related community health programs.

Working with Fraser Health, physicians, donors, businesses, volunteers, auxiliaries, community organizations, and government partners, the Foundation raises funds for priority medical equipment, patient care initiatives, innovation, education, and capital projects that improve health outcomes close to home.

The Foundation has experienced significant growth in fundraising revenue, community engagement, and regional impact, and is well positioned for its next phase of strategic and organizational development. FVHCF now seeks a new **Executive Director** to provide strategic, operational, philanthropic, and people leadership at this important point in the Foundation's development.

Reporting directly to the Board of Directors, the Executive Director will guide strategy, fundraising growth, stakeholder engagement, financial stewardship, organizational performance, and culture. The ED is accountable for advancing the Foundation's mission, developing a high-performing team, strengthening community partnerships, and ensuring long-term impact across the region.

This is an opportunity to lead one of British Columbia's respected community health care foundations while helping shape the future of health care philanthropy across the Fraser Valley.

Information for Candidates

This search is being led by **the Foundation's** search partner, Christoph Clodius of The Discovery Group.

Interested candidates, and those who wish to suggest a potential candidate, are encouraged to be in touch with Christoph at christoph@thediscoverygroup.ca.

Application Timing and Selection Process:

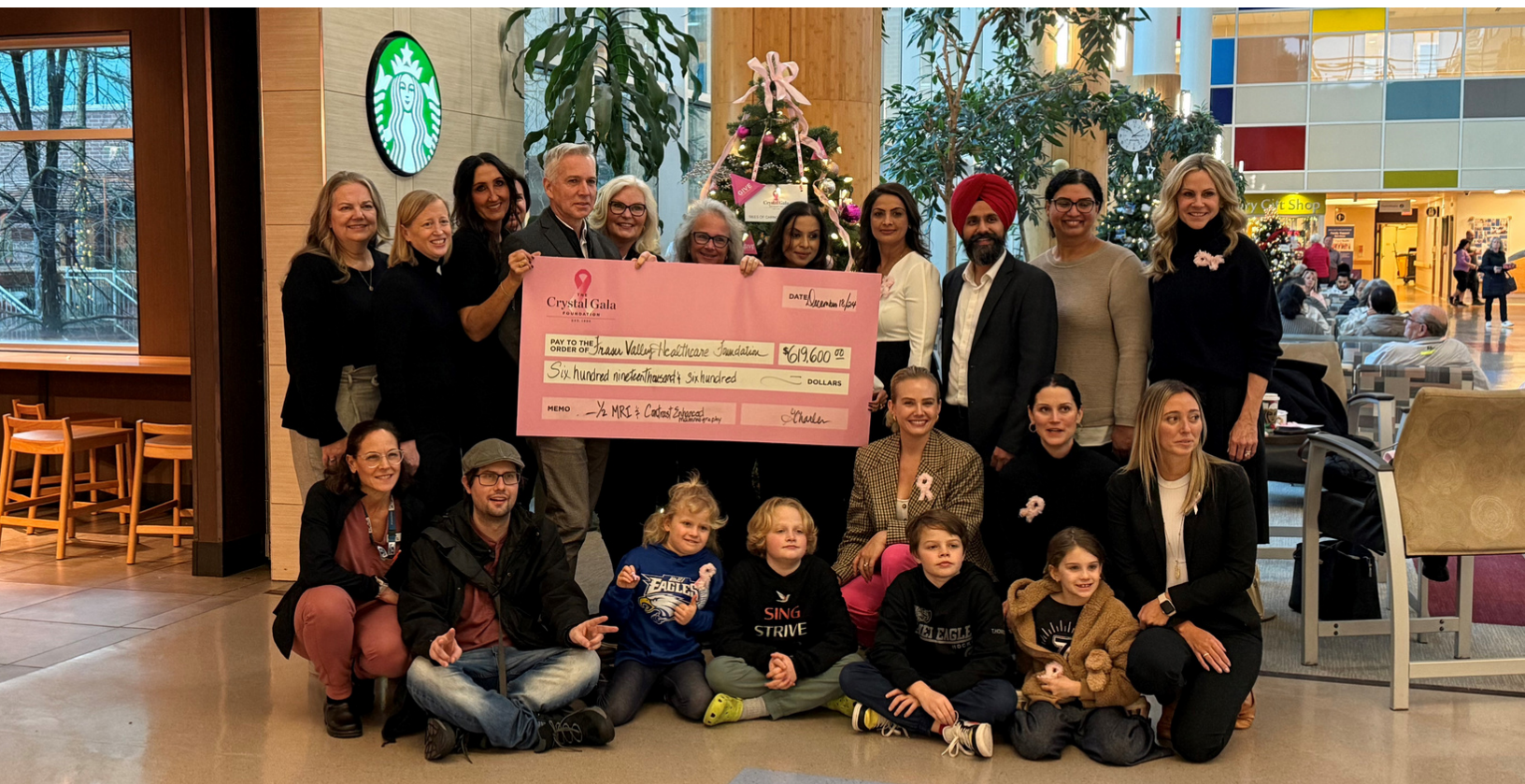
All submissions should be received by August 21, 2026. Candidates are asked to submit their application in a single document including a cover letter/expression of interest and resume/CV.

Compensation & Benefits:

The successful Executive Director can expect a starting salary between \$110,000 and \$140,000, depending on experience.

The Foundation's total compensation package includes enrollment in the Municipal Pension Plan; dental and extended health benefits, with premiums paid by the Foundation; four weeks of vacation annually.

The Foundation welcomes applications from Indigenous persons, persons with disabilities, BIPOC and racialized individuals, persons of minority sexual orientation or gender identity, and others who may contribute to the Foundation's organizational diversity and share its values.



About Fraser Valley Health Care Foundation

Fraser Valley Health Care Foundation raises funds and awareness to improve health care in facilities and programs operated, funded, or endorsed by Fraser Health within the Fraser Valley Regional Hospital District. Through support for medical equipment, programs, and facilities, the Foundation serves the communities of:

- City of Abbotsford
- City of Chilliwack
- Village of Harrison Hot Springs
- District of Hope
- District of Kent/Agassiz
- District of Mission

Mission Statement:

Fraser Valley Health Care Foundation works with the community to support the local hospital, facilities and programs run by Fraser Health.

Vision Statement:

To improve the quality of health care for our local communities.

The Foundation supplements government funding for health care services within Fraser East of Fraser Health, also known as the Fraser Valley Regional Hospital District. The acute and primary care centres within the region include:

- Abbotsford Regional Hospital (Acute)
- Chilliwack General Hospital (Acute)
- Mission Memorial Hospital (Acute)
- Fraser Canyon Hospital (Acute)
- Agassiz Community Health Centre (Primary)
- Residential care facilities in those communities, along with the Agassiz Community Health Centre and Mission Community Health Centre.
- Also included are Community Health Services: Home Health, Mental Health, Public Health

Fraser Health is one of Canada's largest and fastest-growing health authorities, delivering integrated health care services to more than two million people across communities from Burnaby to White Rock to Hope. It serves nearly one-third of British Columbia's population, including more than 38,000 First Nations people associated with 32 First Nations communities, in one of the province's most culturally diverse and rapidly growing regions.

To learn more about the Foundation, please see <https://www.fvhcf.ca/>

Every day in Fraser Health, on average:

- More than 40 babies are born
- Thousands of patients access emergency and urgent care services
- Thousands of residents receive home and community care supports
- Hundreds of surgeries and medical procedures are performed
- Residents access mental health and substance use services throughout the region
- Long-term care and assisted living services support thousands of seniors and vulnerable residents

Fraser Health continues to expand programs, services, staffing, and infrastructure to meet the region's growing health care needs, and the Foundation is honoured to be a key partner in that work.

Fundraising Results

Over the last four fiscal years, Foundation supporters have contributed approximately \$3.7 million annually on average to important community needs. With a strong base of individual donors, corporate supporters, events, and community giving, the Foundation draws on an engaged and diverse donor community.

Corporate and foundation donors exceeded \$1.2 million last year and remain one of the Foundation's largest revenue sources. Individual giving is also strong, generating between \$1.41 million and \$1.60 million annually from 2022/23 through 2024/25, with significant growth potential. Planned giving remains underdeveloped, although previous gifts and six estates on file indicate meaningful future opportunity.

Community fundraising has also grown in recent years and events generated a record \$513,822 last year, including exceptional contributions from the Crystal Gala, Golf Tournament, and Trees of Caring.

The ED Role: Position Summary

The Executive Director serves as the Chief Executive Officer of Fraser Valley Health Care Foundation and leads both the business and people dimensions of the organization: its strategic direction, operational performance, fundraising growth, stakeholder engagement, financial stewardship, and organizational culture.

The Executive Director serves as the primary ambassador and spokesperson for the Foundation throughout the Fraser Valley and beyond.

Key Responsibilities

Executive Leadership & Organizational Strategy

- Provide visionary leadership aligned with the Foundation's mission, values, and strategic priorities.
- Lead the development and implementation of strategic and operational plans, including a refresh of the Foundation's 2025 Strategic Plan.
- Identify emerging opportunities and challenges affecting health care philanthropy and community engagement.
- Drive organizational effectiveness, innovation, and continuous improvement.

- Lead organizational change initiatives and support long-term sustainability planning.
- Ensure appropriate risk management, compliance, and organizational accountability systems are in place.

Fundraising & Philanthropic Growth

- Provide leadership for all fundraising and revenue generation activities.
- Develop and execute strategies for major gifts, leadership gifts, planned giving, sponsorships, grants, campaigns, and community fundraising initiatives.
- Cultivate and steward relationships with major donors, corporations, foundations, physicians, and community leaders.
- Identify and pursue transformational fundraising opportunities and future capital campaign initiatives.
- Ensure exceptional donor stewardship and accountability practices.

Governance & Board Relations

- Partner closely with the Board of Directors to support effective governance and strategic decision-making.
- Provide timely and accurate reporting regarding organizational performance, financial results, fundraising outcomes, and strategic priorities.
- Support Board committees, policy development, succession planning, and governance initiatives.
- Ensure compliance with all legal, regulatory, and charitable obligations.

Human Resources, Culture & Organizational Development

- Foster a healthy, inclusive, respectful, and high-performing workplace culture.
- Lead talent management, succession planning, employee engagement, and professional development initiatives.
- Establish performance expectations, accountability systems, and organizational goals.
- Support leadership development and coaching throughout the organization.
- Ensure HR policies, organizational structures, and workplace practices support long-term organizational success.
- Lead employee relations matters with professionalism, fairness, and consistency.

Financial Stewardship & Operations

- Oversee annual budgets, financial planning, forecasting, investments, and reporting.
- Ensure responsible stewardship of donor funds and Foundation assets.
- Monitor organizational performance and operational effectiveness.
- Ensure strong internal controls, policies, and administrative systems are maintained.
- Support audit processes and regulatory reporting requirements.

Community & Stakeholder Engagement

- Serve as the public spokesperson and primary representative of the Foundation.
- Build and maintain strong relationships with Fraser Health leadership, physicians, municipal leaders, Indigenous communities, volunteers, auxiliaries, donors, businesses, and community organizations.
- Represent the Foundation at public events, donor functions, media opportunities, and community engagements.
- Promote awareness of local health care priorities and the impact of philanthropy across the region.

Qualifications & Experience

The Ideal ED

The Foundation is seeking an exceptional organizational leader: a steady, strategic, and people-centred executive with the resilience, adaptability, political acuity, and communication skills to lead in formal public settings and grassroots community environments. The ideal candidate will be a strong people leader and culture builder who can develop talent, strengthen teams, bring operational discipline, and scale the Foundation's work for long-term growth.

The successful candidate will bring calm, level-headed leadership, emotional resilience, sound judgment, and the courage to address difficult issues while working effectively with volunteers, Board members, Fraser Health, donors, and local community partners.

The ideal Executive Director is forward-looking, and relationship-centred with strategic vision, sound judgment, and a deep commitment to strengthening health care outcomes in local communities.

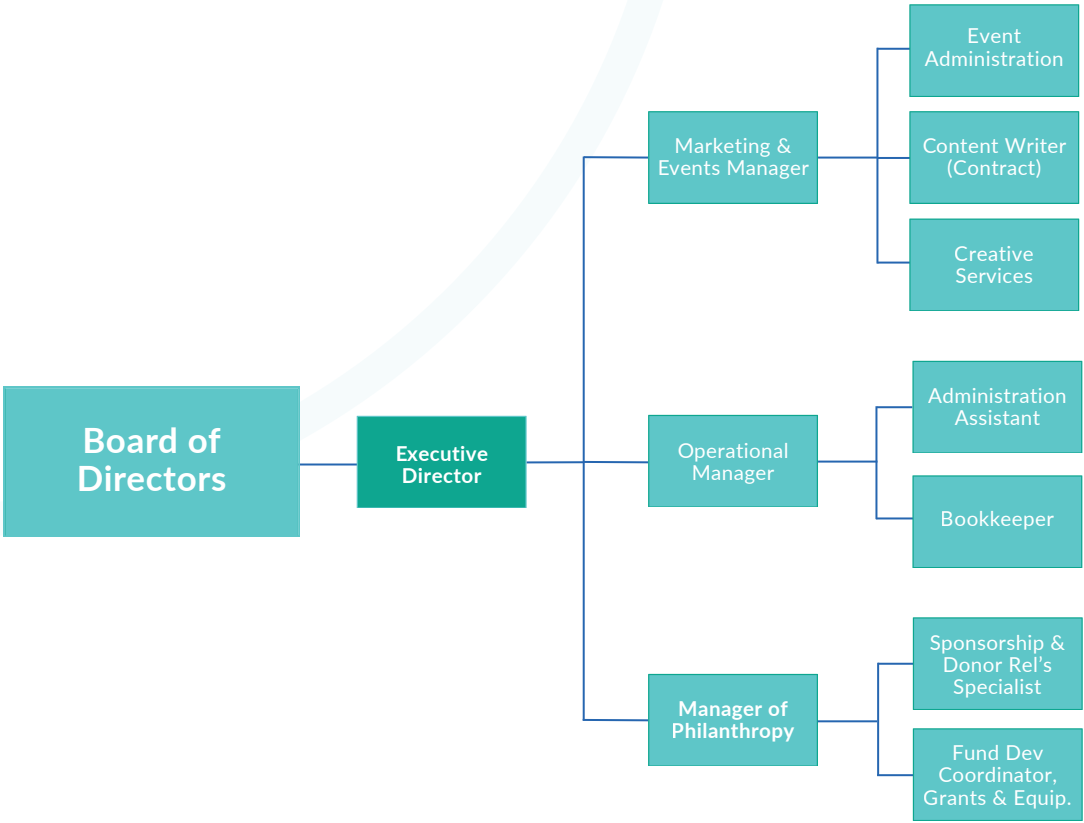
The successful candidate will be an ethical, transparent, and accountable executive who builds trust with the Board, staff, donors, partners, and community stakeholders while fostering a culture of collaboration, emotional intelligence, and shared purpose.

Resilient and adaptable, the Executive Director will be comfortable leading through change and complexity, balancing big-picture strategy with disciplined operational execution so the organization can continue to grow, evolve, and deliver meaningful impact.

More specifically, the ideal candidate will possess:

- Significant and progressive senior leadership experience, ideally in a social profit or fundraising organization.
- Experience in health care, health care philanthropy, or a related sector will be a strong asset.
- Demonstrated experience in fundraising, donor relations, and philanthropic leadership.
- Experience leading organizational strategy, execution, change and growth initiatives.
- Experience reporting directly to a Board of Directors.
- Experience managing complex budgets, organizational operations, and multi-disciplinary teams.
- Strong understanding of governance, risk management, and nonprofit leadership.
- Exceptional communication, relationship-building, negotiation, and public speaking skills.
- Experience leading strategic planning and organizational transformation initiatives.
- Human Resources, Organizational Development, or People & Culture leadership experience.
- Post-secondary degree in Business, Public Administration, Nonprofit Management, Health Administration, or a related discipline, or equivalent experience, training, and community engagement.
- The ability to travel throughout the Fraser Valley for meetings, events, and donor engagement activities; flexible hours will also be required.

Organizational Chart





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.

www.thediscoverygroup.ca

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