

Id: 3270

Organization: DASCH Foundation

Title: Executive Director

Description:

The Opportunity

DASCH Inc. is committed to enhancing and uplifting the lives of the people it supports through education, awareness, understanding and the highest degree of respect for all. Over the last 43 years, DASCH has been supporting individuals with intellectual disabilities around Winnipeg by exploring and meeting the residential, day program, respite and foster care needs of youth and adults. With over 700 employees, we support individuals in participating in personalized social, educational, vocational and recreational services that provide learning opportunities and greater independence. We continue to work with others to make strides in empowering individuals with disabilities in society.

Building on this exceptional work and DASCH Inc.'s excellent reputation, its fundraising arm, the DASCH Foundation is seeking a new **Executive Director** to establish an effective fundraising program in support of DASCH's priority needs.

The Foundation already has \$1 million endowed and just announced a \$1 million matching program.

The Executive Director therefore has a solid and positive platform on which to build a strategic fundraising program. Reporting to the Foundation's Board Chair, and working closely with Karen Fonseth, CEO of DASCH Inc., the new ED will have licence to use their creativity and innovation to design and implement effective and engaging fundraising programs.

Double up for DASCH!

On February 15, DASCH announced "Double Up for DASCH"! Through a legacy gift from the Jessiman Foundation, new gifts will be matched from this \$ 1 million fund.

About DASCH Foundation

In 1993, a group of families and friends of DASCH Inc. created the DASCH Foundation Inc., a registered charity whose goal is to create and manage an endowment fund to ensure DASCH Inc. can continue to provide people the highest standard of care regardless of possible changes in the future government funding or other unforeseen developments.

DASCH Foundation donors include parents and relatives of people who benefit from DASCH's residential, vocational literacy and leisure programs. In addition, supporters and corporations with no direct need for the organization's services but who share our commitment to improve the lives of adults and youths with intellectual disabilities. Donors give through events, grants, planned giving, and sundry donations. Its funds are endowed, and the Foundation currently has approximately \$1 million under management.

DASCH is governed by an independent Board of Directors, comprised of caring community members and DASCH Inc representatives.

Fundraising Events and Activities

Possibilities Gala – DASCH’s annual signature event is the Possibilities Gala, taking place this year in the Fall, 2018. This year we honour Jim Kyte, the first legally deaf skater in the NHL, and a first round draft pick of the Winnipeg Jets in 1982. Today Jim Kyte is the Dean of Algonquin College’s School of Hospitality and Tourism and a respected public speaker.

Financials: The DASCH Foundation currently has about \$1 million under management in its endowment. It generates about \$250,000 in revenue every year from fundraising and investments. Last year it granted \$85,000 to DASCH Inc. from its investment proceeds. Predominantly government-funded, DASCH Inc.’s budget is about \$24.5 million.

About DASCH Inc.

In 1974, DASCH (Direct Action in Support of Community Homes) began as a group of families who wanted to provide community-based support for their family members with intellectual disabilities as an alternative to the institutional-based residences and services of the time. DASCH was founded as a non-profit organization dedicated to exploring and meeting the residential, day program, respite and foster care needs of youth and adults.

Since the movement from institutionalization to community living evolved, various advocacy groups like

DASCH have made large strides in empowering an otherwise historically overlooked population of our society. DASCH is truly committed to enhancing and uplifting the lives of the people it supports through education, awareness, understanding, and the highest degree of respect for all.

DASCH’s Vision: *Provide the opportunity, supports, and environment in which persons living with developmental disabilities can reach their full potential.*

Our Mission Statement: *Provide meaningful residential, vocational and leisure programs within the community to persons with developmental disabilities by addressing their individual, physical, emotional, social, and educational needs.*

DASCH supports hundreds of clients, operates over 57 locations throughout Winnipeg and has a staff component of 800. DASCH supports people by offering personalized social, educational, vocational and recreational services that provide learning opportunities and greater independence. In cooperation with governing agencies, DASCH strives to incorporate innovative and progressive approaches to service delivery while preserving its ongoing commitment to quality care.

Values

- Commitment to quality care and to the principle of social role valorization and community inclusion.
- Ensuring innovative and individualized client services.
- Acknowledgment of the importance of family.
- Accountability, integrity and pride.

Goals

- Provide individualized community based programs to people with developmental disabilities.
- Collaborate with leaders in the human services field to incorporate progressive and innovative approaches to service delivery.
- Attract committed and competent staff that treats clients with dignity and respect in the course of their daily interactions.
- Pursue our vision and mission in an innovative, effective and fiscally responsible manner.

Services provided by DASCH include:

Day Services

Day Services provide every participant with activities that are tailored to their individual vocational and recreational interests and needs. DASCH provides transportation to and from destinations, work or volunteer placements, and the Day Service locations. Services include vocational and volunteer opportunities; community-based recreation involving fitness and leisure; life skills training that promotes independence (e.g. literacy and communication skill development, cooking classes, etc.)

Residential Services

Every house that DASCH owns is attractive and well-maintained, located in community neighbourhoods to ensure these places become homes to the people we support. Each home has a trained and qualified staff team that provide person-centred support 24 hours a day. A vehicle per home ensures that everyone has access to their community's resources, their pursuits, and enjoyment.

Families of the people we support are encouraged to participate in their loved ones' lives. We have earned the reputation for the quality of our programs and our commitment to the people we support.

Specialized Support & Resources Services (SSRS)

Specialized Support and Resource Services (SSRS) professionals assess individuals' behavioural needs and offer supports to them, their families and their caregivers. These supports include behavioural intervention, training, and counselling. Skill Development Groups are structured according to the participants' levels of understanding with the aim of helping them be part of their community and cope with life events. Some of the topics covered are: Anger Management, General Social Skills, Relationship Skills, Sexual Education, Emotional Literacy, Grief and Grieving, and Literacy and Communication

Indigenous Program

DASCH Inc. has an Indigenous Spiritual Leader and an established program that is responsive to the needs of people we support and the people we employ. Meaningful activities in community settings have been cultivated and culturally significant opportunities to learn and develop have been fostered. Because of the Indigenous Program, the people we support are provided with valuable roles as members of their own communities. In these community places, equality is evident, and support is always shared amongst all that attend.

People from DASCH Inc. have been honoured with invitations to attend several of the sacred Sundance ceremonies throughout our province in the spring and summer. The DASCH campsite is becoming a familiar sight at these events, as is the support we provide for Manitobans with intellectual disabilities. Activities made possible by our spiritual leader have included attendance at Pow Wows, participation in sweat lodge ceremonies, medicine picking, being empowered to speak, heal and receive teachings in the sharing circle, and exploring the gift of craft with classes to make dream catchers, moccasins, and drums. We also host staff training on Indigenous awareness to ensure culturally correct direct support is available.

The Scrap Came Back

The Scrap Came Back is an upcycled gift shop that teaches people marketable skills and sells fantastic upcycled crafts. Our store is operated by participants within DASCH Inc. as part of the opportunity to develop or add to their skills in the work force. We focus on upcycling items that typically head to the landfill and make beautiful & one-of-a-kind art. We also support local artists and sell their hand-made art for consignment sales.

The purpose of the store is to provide a practical retail environment for individuals to work in and gain practical retail skills. In addition to providing a retail space for our clients to gain marketable skills, we also have a workshop where staff and individuals can create upcycled arts and crafts. We offer a space for local artisans to hold workshops, and have begun offering programs such as Art Therapy.

We currently have over 50 local consignors, and employ 5 individuals from DASCH and similar programs.

Partnership with Heart & Stroke Foundation for ‘Heart Month’

Heart and Stroke Foundation in Manitoba and DASCH have formed a new partnership to raise life-changing awareness and life-saving funds during February – Heart Month in Canada.

Individuals with intellectual disabilities are statistically more likely to experience heart disease, and DASCH is committed to each individual’s health and supporting people towards an active lifestyle that is maintained by nutrition and education.

Among the ways DASCH is supporting cardiovascular health is through *REPLAY!* This program teaches daily healthy eating, provides opportunities to be physically active, and encourages weekly discussions; shared successes and goals are set. Further, by partnering with Heart&Stroke in Manitoba to support the Heart Month canvass, DASCH is taking action in the community to raise life-changing awareness and life-saving funds.

For more information about DASCH Inc., visit <https://www.dasch.mb.ca/>.

The Ideal Candidate

The new Executive Director will possess a broad-based fundraising background, including the ability to raise funds through both general and targeted fundraising activities. With strengths in both strategy and operations, the ideal candidate will be adept at leveraging event successes, community profile, and major gift giving into a robust and rigorous fundraising program.

A high-energy and driven builder, the Executive Director will be a self-starter with initiative and persistence. The new incumbent will have proven volunteer leadership experience, engaging, supporting, and leading our Foundation from a grassroots movement to an investment of choice for donors. Politically savvy to manage both long-term and new board members, the Executive Director's assertive and open style will be balanced with great tact and finesse.

Creative yet pragmatic, the ideal candidate will bring best practices and innovation to our evolving program. Incorporating philanthropic trends and insight into their work, the new Executive Director will be professionally networked and resourceful. Fiscal accountability and the highest ethical standards will underline all of their work.

Fundamentally kind and supportive, the ideal candidate will have high emotional intelligence and will connect well to DASCH's mission and support people with disabilities

The new incumbent will be polished, professional, and adaptable enough to engage with and relate to anyone. An articulate and presentable brand ambassador, the new Executive Director will have the charisma and presence to be the public face of the Foundation.

Key Responsibilities

Fund Development

- Lead, develop, implement, analyze and report on plans, strategies and initiatives designed to attract and retain donors and increase individual giving revenues from priority streams.
- Drive the growth and development of donor relationships, including with individuals, corporations, and granting agencies.
- Develop and implement fundraising tactics to meet multi-faceted goals, including special events; planned giving; major gifts; corporate partnerships; sponsorship; annual gifts; online and direct mail.
- Deepen relationships with and cultivate new major gift prospects, working with the CEO, staff, senior volunteers and local community volunteers on identification, cultivation, recognition and stewardship.
- Provide exceptional stewardship to previous donors, including endowment reporting and impact statements.
- Develop value-added strategies to strengthen engagement and education for our individual and corporate partners.
- Work closely with the Services team to integrate a strong understanding of the purpose and impact of our programs for which the funds are being raised.
- Work closely with Marketing staff to strengthen partner and donor communications.
- Work closely with the Possibilities Gala staff to ensure coordination and leveraging of fundraising activities.
- Identify and implement revenue generation tools, templates, systems and processes for efficiency and clarity both within development activities and, where appropriate, organization-wide.
- Ensure quality partnerships and negotiate agreements which are responsive and mutually beneficial to the organization and partner needs.
- Provide support, tools and resources to assist grassroots programs in growing revenue generation initiatives.
- Develop and maintain a portfolio of current and prospective donors.
- Lead and manage Board volunteers to support all fundraising activities, including identifying, recruiting, orientating and engaging new donors.

Organizational Support

- Play an integral role in the strategic growth and development of the DASCH Foundation and serve as a key instigator of strategic plans, budgets and business plans for long-term growth.
- Develop the overall fund development strategy and create operational plans to meet the fundraising goals and objectives of the organization.
- Develop and manage the fund development budget.
- Work with the Board and other volunteers to achieve annual revenue targets.
- Work with the Board and grassroots programs to advance the mission of the organization.

Qualifications

The successful candidate will possess the following experience, knowledge and abilities:

- Fundraising leadership experience, including events, annual giving, donor relations, corporate partnerships & sponsorships, and foundation grants.
- Knowledge of fundraising principles and processes with experience in developing fundraising strategies and implementing multi-faceted fundraising plans.
- Demonstrated ability to identify and develop donor relationships with an ability to close major gifts.
- Experience with industry-specific best practices, such as stewardship and recognition programs.
- Excellent leadership and management skills, and experience setting goals and targets, with the ability to coach and manage volunteers.
- Strong interpersonal skills and demonstrated ability to motivate, challenge, and support volunteers.
- Strong communication skills, including superior writing and oral presentation skills.
- Knowledge and experience with database systems, preferably DonorPerfect, and the essential role they play in achieving success.
- Exceptional planning and organizational skills, with great attention to detail.
- A highly creative and innovative approach to fundraising and problem solving.
- An undergraduate degree in a relevant field is preferred for this position.
- Access to a vehicle and ability to travel to donor meetings and events; work hours will vary based on event scheduling.
- DASCH requires a criminal record check, adult abuse registry check and child abuse registry check prior to commencement of employment.

For More Information

For more information about this building and impactful role or to discuss the opportunity in confidence, please contact **Christoph Clodius, Vice President**, Search Practice at KCI (Ketchum Canada Inc.) via email at DASCH@kciphilanthropy.com or by phone at 604-315-5629. All enquiries and applications will be kept in strict confidence.

To view the full **Executive Brief**, please visit: <http://kciphilanthropy.com/search>

Candidates who wish to be considered for this position are asked to submit resume and letter of interest to the above email address by **March 26, 2018**.