



VICE PRESIDENT FOR DEVELOPMENT AND CHIEF DEVELOPMENT OFFICER

[SAINT ANTHONY HOSPITAL](#)

Chicago, Illinois



The Aspen Leadership Group is proud to partner with Saint Anthony Hospital in the search for a Vice President for Development and Chief Development Officer.

The Vice President for Development and Chief Development Officer will lead the development of philanthropic initiatives by building on the infrastructure in place, to ensure philanthropic results are increased, including growth of the specific results at the Saint Anthony Hospital Foundation. The Vice President will also focus on infusing creativity, new energy, and systems of accountability into the philanthropic culture of the whole entity.

Founded in 1898, Saint Anthony Hospital is a faith-based, nonprofit, community teaching hospital, founded on the beliefs of the loving ministry of Jesus Christ, and dedicated to serving the health needs of Chicago's West and Southwest Sides. It has grown to provide medical care, social services, and community outreach to the residents of several city neighborhoods, including: Little Village, North Lawndale, Brighton Park, Garfield Park, Back of the Yards, McKinley Park, Archer Heights, Pilsen, Austin, and Chinatown, as well as suburban Cicero.

Saint Anthony offers quality services close to home, caring for people regardless of their nationality, religious affiliation, and ability to pay. Saint Anthony Hospital is a community hospital, never turning anyone away or leaving anyone behind; a community hospital, addressing the challenges that families in our neighborhood face; a community-centric institution, engaging families on many levels in improving and sustaining their well-being; and a forward-thinking organization, developing new models for community care that lead to the overall success of the community.

As a Catholic hospital, Saint Anthony Hospital's mission is to promote health and provide quality care to patients and families of all faiths in our community. Its vision is to inspire change through services that improve the overall health of our community. Saint Anthony's unwavering commitment to service excellence is achieved through investing in its employees and embracing its values of customer service, accountability, respect, excellence, and synergy.

Saint Anthony Hospital has served thousands of patients and families through direct care in its hospital and through outreach programs and initiatives in the community. Saint Anthony's generous donors include individuals in its community as well as throughout the Chicago metro area, including hospital board members, associate board members, hospital and physician staff members, former staff members, businesses, and foundations. Philanthropy is essential in helping Saint Anthony fulfill its mission of promoting health and providing quality care to patients and families of all faiths in the community.

REPORTING RELATIONSHIPS

The Vice President for Development and Chief Development Officer will report to the President and Chief Executive Officer, Guy A. Medaglia. Direct reports include the Senior Campaign Director, Donor Relations Coordinator, and Grant Writer.

FROM THE PRESIDENT AND CHIEF EXECUTIVE OFFICER

Most individuals outside our community look at Saint Anthony and see an old hospital that cares for the poor and may even question our quality of care, our purpose, our future, and even why we need to exist. But once you take the time to look deep into who we are and why we are still here, when other hospitals in underserved communities have closed, you will come to understand that Saint Anthony Hospital is a hospital where many well-known individuals have had their surgery, were admitted, and well cared for, including the people closest to me — my wife and children. Saint Anthony Hospital is not just a 126-year-old building, we are 1,000+ individuals who are passionate at providing the communities we serve with the same level of care you would find at Rush, University of Illinois Chicago, University of Chicago (U of C), and other well-known hospitals. Over the years we have been able to build a clinical team comparable to Rush, U of C, Northwestern, and others. Many of our physicians work at these well-known hospitals but have also selected Saint Anthony Hospital because of who we are. First, for us, failure is not an option. We will fight for our ideas, beliefs, and what is best for our patients and the community in which they live. Second, providing each patient quality care is a united focus. Since 2007, we have invested our funds and resources in physicians, clinical equipment, and our future. No one here has a beautiful office or expensive furniture; our workplace is functional. Our lobby will never be featured in a design publication because of its extravagant design; our lobby is functional. The people we serve want quality care and respect.

The Leadership Team at Saint Anthony Hospital is highly competent, driven to succeed, and committed to the people of this community. With the promise, 11 years ago, of moving this hospital to a state of the future community hospital, the vast majority believe and support a vision that many people said was an impossible project. Today we own 21 acres at 31st and Kedzie, and in February we will finally purchase the last 11-acre parcel from the City of Chicago for a total of 32 acres — making way for a first of its kind development project named, Focal Point Community Campus. The city's Department of Planning and Development, this month, has approved our architectural design for a mixed-use community campus where the new Saint Anthony Hospital will open. Demolition on buildings on the 21 acres we own will be completed this month. For the past 10 months the amount of time I spend every day focused on relocating Saint Anthony to its new location increased from 40% to 70%, all while obtaining support, weekly, from many who didn't believe this project would happen, but now believe this campus will be built.

We are not a perfect organization; however, we look for, and identify areas of, improvement and continue to evolve and progress, which has assisted and will continue to assist us with our success. COVID-19 placed tremendous stress on Saint Anthony. Our current facility was tested and survived, but many of the original staff of nurses, some physicians, and many support staff couldn't bare the excruciating stress this virus placed on them. Still, I am proud to say that the majority of management and many of our long-term clinical team would not give up and now, collectively, we are rebuilding for the future.

As for me, a son of an immigrant family who was raised in an underserved community, life for whatever reason brought me here. Quickly, I found myself feeling at home and embraced the surrounding communities. After hearing from the communities that they wanted the same level of care provided by Northwestern and other well-known hospitals, it was evident that Saint Anthony's 110 year old facility only had, at most, 20-25 years of life left and closure was imminent. I gave my word that I would not leave until a new Saint Anthony was relocated to a nearby location in a state-of-the-future facility.

Working at a community hospital is not for the faint of heart. I have learned over the years that the successful person must be highly competent in their area of expertise with strong management skills; possess a strong belief that failure is not an option; demonstrate a willingness to learn and improve on yesterday's work; not be afraid of change; and believe that everything is possible.

It has always been exciting here — good and bad — however, today more than ever our future is now set and it's all good.

—Guy A. Medaglia, President and Chief Executive Officer

SAINT ANTHONY HOSPITAL'S COMMITMENT TO DIVERSITY, EQUITY, AND INCLUSION

Saint Anthony Hospital is an equal opportunity employer and believes in and promotes the right of each individual to be free from discrimination on the basis of race, color, religion, national origin, age, gender, sexual orientation, gender identity, creed, disability, military status, marital/civil union status, or any other protected status in accordance with applicable local, state, and federal law.

Saint Anthony Hospital welcomes and values diversity in the workplace and appreciates the gift it provides in serving others in accordance with the organization's mission and values.

As a recipient of federal financial assistance, Saint Anthony Hospital does not exclude or deny benefits to, or otherwise discriminate against, any person on the ground of race, color, religion, national origin, age, gender, sexual orientation, gender identity, creed, disability, military status, marital/civil union status in admission to, participation in, or receipt of the services and benefits under any of its programs and activities, and in staff and employee assignments to patients, whether carried out by Saint Anthony Hospital directly, or through a contractor, or any other entity with which Saint Anthony Hospital arranges to carry out its programs and activities.

Saint Anthony Hospital does not exclude, deny benefits to, or otherwise discriminate against any person on the ground of sex (including gender identity) in admission to, participation in, or receipt of the services and benefits under any of its health programs and activities, and in staff and employee assignments, whether carried out by Saint Anthony Hospital directly, or through a contractor, or any other entity with which Saint Anthony Hospital arranges to carry out its programs and activities.

PRIMARY RESPONSIBILITIES

Leadership and Team Management

The Vice President for Development and Chief Development Officer will

- establish and maintain strategic relationships to create greater awareness of initiatives, and forge new partnerships that will result in support and community engagement;
- contribute insight to the development of strategies to grow awareness, revenue, and overall organizational position in the community;
- lead, develop, motivate, supervise, and maintain a highly effective, productive, and cohesive team with continual focus on mentoring and professional development; through a lens of flexibility, open lines of communication, be open to suggestions and change, and have the ability to resolve/mitigate conflict;
- supervise Development staff in their various areas of responsibility and evaluate performance;

- provide mentoring and professional growth to raise the overall level of knowledge and effectiveness of the team;
- inspire motivation and teamwork within the department and with other staff;
- lead the annual budget development process, with the assistance of the Director of Development, and oversee the administration of the budget for the Development Department and related areas;
- generate reports to track and analyze key development activities and results;
- ensure ethical and appropriate financial administration of contributed income, including overseeing the donor and prospect records and the grants management process;
- maintain consistent reporting on key departmental metrics and ensure responsible and efficient use of all organizational resources; and
- provide collaborative leadership in maintaining a positive and productive working relationship among the Executive Leadership Team, other staff, partner organizations, and volunteers.

Fund Development

The Vice President for Development and Chief Development Officer will

- plan, organize, and implement a comprehensive, ongoing, forward-thinking, strategically-driven fund development program for the Focal Point Community initiative, Saint Anthony Hospital, and Foundation;
- conduct ongoing, individual, and community-focused development programs that incorporate annual giving, major and planned gifts, corporate and foundation grants, capital fund appeals, and special events;
- build, nurture, and cultivate relationships with current donors, prospective donors, hospital foundation, board members, volunteers, and local community (including foundations, corporations, parishes, and individuals);
- provide direction and assistance to the CEO, Senior Management Team, and Foundation Board in efforts to generate funds through stewardship, advocacy, and community outreach;
- research and develop initiatives to identify, prioritize, cultivate, solicit, recognize, and steward donors and prospects;
- build a donor portfolio consisting of annual contributions of six- and seven-figure gifts, and manage individual cultivation and solicitation plans;
- implement the strategic use of Raiser's Edge fundraising software to enhance Development initiatives, including prospect research, moves management, and accurate gift reporting; and
- provide strategic leadership to Saint Anthony Hospital efforts to effectively communicate the mission, goals, and accomplishments to donors, prospective donors, and the broader community.

Board and Community Relations

The Vice President for Development and Chief Development Officer will

- work in collaboration with the President and CEO, the Director of Development, and the Saint Anthony Boards to identify, engage, and recruit new Board Members to Saint Anthony Hospital Foundation;
- identify vehicles to involve leadership and general volunteers in philanthropy and community based roles; and
- help promote and train the Saint Anthony Hospital and Foundation Board of Directors on involvement and participation in philanthropic initiatives.

LEADERSHIP

Guy A. Medaglia

President and Chief Executive Officer

Guy A. Medaglia was appointed President and Chief Executive Officer of Saint Anthony Hospital in July 2010 after he and his team led the financial turnaround of the hospital that continues to serve a patient population that is more than 60 percent Medicaid and Medicare. During his tenure, Medaglia has led the hospital's quality and operational performance, receiving three consecutive Illinois Performance Awards for "Commitment to Excellence," by demonstrating earnest efforts to adopt and apply continuous improvement principles, following the Baldrige Criteria. Medaglia is also spearheading planning and research for the new Saint Anthony Hospital and Focal Point Community Campus development as President and CEO of Chicago Southwest Development Corporation (CSDC).

Prior to his appointment, Medaglia was a Managing Director for FTI Healthcare. He has an accomplished background in healthcare, including executive management positions for an academic medical center and multiple urban community hospitals. He designed and implemented numerous strategic initiatives around expense improvement, product line evaluation and modification, revenue enhancement, quality improvement, physician relations, and physician contract management.

Prior to FTI, Medaglia held executive positions at Roger Williams Medical Center, Li Moran International, Inc., Montgomery Ward Corporation., Hook-SupeRX, Inc., and Sara Lee Corporation. He participated in the financial turnaround of two regional retail chains, managed the \$50 million system integration of two merged corporations, and led the acquisition and integration of two retail companies along with the consolidation of two corporate headquarters.

Medaglia holds a Bachelor of Science degree in Management from Meyer University and Master's degree in Management from Salve Regina University. He also is a member of the American College of Health Care Executives.

PREFERRED COMPETENCIES AND QUALIFICATIONS

Saint Anthony Hospital seeks a Vice President for Development and Chief Development Officer with

- a commitment to the mission of Saint Anthony Hospital — to promote health and provide quality care to patients and families of all faiths in the community — and a passion for healthcare and community-based services;
- experience developing and executing revenue generating programs, including a capital campaign;
- experience engaging and connecting with key philanthropists in the Chicago market;
- experience in financial management, stewardship, and developing strategies to successfully increase revenue, including, but not limited to, meeting/exceeding fundraising goals;
- an ability to develop and maintain a strong presence in the philanthropic community with the social skills needed to effectively engage community residents, community leaders, civic and corporate philanthropists, as well as active and prospective individual donors;
- strong interpersonal skills and an ability to work effectively with diverse constituencies, including volunteers, physicians, patients, and donors;
- an ability to work independently in a complex environment, managing multiple large-scale projects and conflicting priorities;
- project management experience involving multiple moving parts and multiple stakeholders;
- strong analytic and strategic-thinking skills, with an ability to create, implement, and monitor complex plans, and translate those plans into goals and concrete strategies;

- an entrepreneurial and sales temperament;
- an ability to gather, analyze, and effectively communicate data, including financial statements and budget;
- excellent computer skills, including comfort with Microsoft Office products (e.g., Word, Outlook, Excel, Power Point) and Raiser's Edge donor management system;
- an understanding of the structure of a private/public partnership; and
- not-for-profit and/or healthcare fundraising experience (preferred).

A bachelor's degree is required for this position as is at least ten years of experience in a fundraising/development leadership role; with at least five years as head of a department or managing a multi-person team.

SALARY & BENEFITS

Saint Anthony's Hospital offers competitive compensation and [comprehensive benefits](#) including medical plans, dental plans, flexible spending account (FSA), life insurance, paid time off (PTO), short-term disability, long-term disability, 403(b) plan, annual contribution to a 457 (f), tuition reimbursement, legal services, employee assistance program (EAP), prescription drug plan, vision plans, and wellness discounts.

LOCATION

This position is located in Chicago, Illinois.

APPLICATION INSTRUCTIONS

All applications must be accompanied by a cover letter and résumé. ***Cover letters should be responsive to the mission of Saint Anthony's Hospital as well as the responsibilities and qualifications presented in the prospectus.*** Review of applications will begin immediately and will continue until the successful candidate has been selected.

To apply for this position, visit:

[Vice President for Development and Chief Development Officer, Saint Anthony's Hospital.](#)

To nominate a candidate, please contact Steven Wallace, stevenwallace@aspenleadershipgroup.com or Ashley Buderus, ashleybuderus@aspenleadershipgroup.com.

All inquiries will be held in confidence