Major Gifts Officer
Beth Israel Deaconess Medical Center
Boston, MA
www.bidmc.org

Send Nominations or Cover Letter and Resume to:
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Vice President
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LOIS L. LINDAUER SEARCHES is proud to partner with Beth Israel Deaconess Medical Center (BIDMC) in its search for the position of Major Gifts Officer. What BIDMC does every day makes a difference in people’s lives. It is passionate about caring for its patients like they are family, finding new cures, using the finest and the latest technologies, and teaching and inspiring caregivers of tomorrow.

BIDMC’s mission is to provide extraordinary care, where the patient comes first, supported by world-class education and research. Critical to its success is the partnership between the Medical Center and its physicians. It is their alliance that allows BIDMC to carry out its mission of teaching, research and clinical care. The Medical Center’s partnership with Harvard Medical School and its role as a major Harvard teaching hospital strengthen its ability to
train, teach, and create new knowledge. BIDMC is committed to recruiting the best physicians, scientists, nurses, and others to support these activities.

In addition to servicing its patients, the Medical Center is committed to being active in its local community. Community service is at the core of the religious tradition of both the founding hospitals, and remains an important part of the mission. BIDMC has a covenant to care for the underserved and work to change disparities in access to care.

The Major Gifts Officer position is an excellent opportunity for a seasoned fundraiser to work with a highly collaborative and effective team of fundraisers, physicians and researchers to advance the mission of the institution.

Client Overview:

Beth Israel Deaconess Medical Center (BIDMC) is one of the nation's preeminent academic medical centers. It is committed to excellence in clinical care, biomedical research and education, and to the health and wellness of its patients and its communities.

Decades before Beth Israel and Deaconess hospitals came together as Beth Israel Deaconess Medical Center, each was a leader in health care with a long history of personalized patient care and community service. In 1896, as part of their missionary charter, Methodist deaconesses founded Deaconess Hospital to care for the city's residents. In 1916, Beth Israel Hospital was established by the Boston Jewish community to meet the needs of the growing immigrant population.

A major teaching hospital of Harvard Medical School, BIDMC is ranked each year as a "Best Hospital" by U.S. News & World Report in multiple specialties. BIDMC is a fully integrated medical center, providing adult care, with over 1,250 full-time staff, virtually all of whom are faculty at Harvard Medical School. Its focus on safe and quality patient care has helped establish BIDMC as a national leader in health care quality, safety and transparency.

BIDMC is home to a renowned academic research program where scientific discoveries are helping to transform medical care. It ranks third in the country for National Institutes of Health funding among
independent hospitals. With revolutionary advances and therapies happening right here within its walls, BIDMC is a national leader in "bench to bedside" research.

BIDMC is also training the next generation of physicians. It has raised medical education to a higher level, with a uniquely strong and deep program that enhances its ability to attract top faculty and residents. All of its physicians are on the staff of Harvard Medical School and BIDMC education programs are highly sought after. Its nurses have a longstanding reputation of leadership in patient care and compassion. Its quality and safety initiatives are second to none and are often held up as a model for other institutions. As a "Most Wired"—and a "Most Wireless"—hospital, it also leads the way in understanding the importance of health information technology: its systems are state-of-the-art, and all BIDMC clinicians use centrally hosted, certified electronic medical records.

**Highlights:**

Located in the heart of Boston’s Longwood Medical and Academic Area, BIDMC hosts more than 750,000 patient visits annually in and around Boston.

**Patient Care**
- 649 licensed beds, including 440 medical/surgical beds, 77 critical care beds and 60 OB/GYN beds;
- Approximately 5,000 births a year;
- A full range of emergency services, including a Level 1 Trauma Center and roof-top heliport; and
- The Beth Israel Deaconess Learning Center, offering patients and families up-to-date health information and access to current research on a wide range of medical conditions.

**Inpatient Discharges**
2012 - 50,990

**Outpatient Visits**
2012 - 548,677

**Emergency Department Visits**
2012 - 55,668
Radiology Visits
2012 - 291,464

Biomedical Research
- BIDMC consistently ranks among the top three recipients of biomedical research funding from the National Institutes of Health. Research funding totals over $229.8 million annually. BIDMC researchers run more than 850 active sponsored projects and 500 funded and non-funded clinical trials.
- The Harvard-Thorndike Laboratory, the nation’s oldest clinical research laboratory, has been located on this site since 1973.
- Beth Israel Deaconess Medical Center shares important clinical and research programs with institutions such as the Dana-Farber/Harvard Cancer Center, Joslin Diabetes Center and Children’s Hospital.

Teaching
- Beth Israel Deaconess Medical Center has 1,250 physicians on the active medical staff (including over 800 full-time staff physicians). Most of these physicians hold faculty appointments at Harvard Medical School.
- In addition to its medical students, Beth Israel Deaconess Medical Center provides clinical education to students in nursing; social work; radiologic technology, ultrasound and nuclear medicine; and physical, occupational, speech and respiratory therapies.
- The Carl J. Shapiro Institute for Education and Research provides medical students and physicians in training with an on-site centralized educational facility, a state-of-the-art computer lab, and a variety of educational resources that let students diagnose, manage, and learn technical skills on simulated patients.

A Network of Care
BIDMC’s expertise reaches well beyond downtown Boston. It has integrated a wide range of services with its partners, sharing physicians and technology to benefit the community.

In the pursuit of clinical and research excellence, BIDMC has formed partnerships with other outstanding
A Caring Employer

BIDMC has over 6,000 diverse employees, including approximately 819 full-time staff physicians; 1,179 full-time registered nurses; and 3,600 non-clinical employees.

Leadership

Kevin Tabb, M.D.

*President and CEO, Beth Israel Deaconess Medical Center and Co-Chair, Beth Israel Deaconess Care Organization*

Kevin Tabb has been President and Chief Executive Officer of Beth Israel Deaconess Medical Center since September 2011. Tabb previously was the chief medical officer (CMO) at Stanford Hospital & Clinics in Stanford, CA and had broad strategic and operational responsibilities, including physician network strategy; clinical quality and patient safety initiatives; regulatory and medical staff affairs; and graduate and continuing medical education. He was previously chief quality and medical information officer at Stanford, where he oversaw primary care, outreach clinics, and the Stanford Cancer Center. Prior to joining Stanford, Tabb led the Clinical Data Services division of GE Healthcare IT.

Tabb received his M.D. from Hebrew University-Hadassah Medical School in Jerusalem, Israel, as well as his undergraduate degree from Hebrew University. He completed his residency in internal medicine at Hadassah Hospital. Raised in Berkeley, CA, Tabb emigrated to Israel at the age of 18 and served in the Israel Defense Forces, the country’s military service.

Kris Laping

*Senior Vice President of Development*

The Senior Vice President for Development at Beth Israel Deaconess Medical Center since 2003, Kris Laping has been a development professional for over 25 years. She began her fundraising career at Brandeis University, and over the course of five years there, she held various roles in annual giving, including director of annual giving for a
Laura Sobel

Senior Executive Director of Principal and Major Gifts

Laura Sobel is the Senior Executive Director of Principal and Major Gifts at Beth Israel Deaconess Medical Center, where she has been for over 10 years. During her time at BIDMC, Laura has held various roles overseeing the major gift team and helped successfully launch and close the largest campaign in BIDMC’s history. She began her fundraising career over 20 years ago in donor relations at CARE, an international development organization, before becoming the manager for regional major gifts at Facing History and Ourselves, where she managed a portfolio of major gift prospects and volunteers in NY, NJ, and CT. Laura was then named director of major gifts at The Boston Foundation, where she played a major role in the completion of a $225 million development goal.

Richard Rodgers

Director of Development

Rich Rodgers is the Director of Development managing philanthropic efforts on behalf of the Division of Cardiovascular Medicine and supporting endeavors of the Chief Information Officer and areas of Clinical Informatics. He started his fundraising career nearly a quarter century ago volunteering to write grants for a small community-based nonprofit in the Bay Area, and soon found himself recruited to be part of the first development office for the Family Service Agency of San Francisco. Rich spent a significant part of his career with the University of Massachusetts Amherst in increasing positions of responsibility, culminating with leading their growing major gifts program to a $30M goal. He most recently led development and alumni relations for a New England independent school, Wilbraham and Monson Academy.

Philanthropy at BIDMC

Between 2006–2016, the Beth Israel Deaconess Medical Center Office of Development successfully expanded and grew from $30M in gift revenue to more than $66M. On track to break $70M in 2016 under the leadership of Senior Vice President Kris Laping, BIDMC’s team of 60 fundraising professionals are
preparing for a major capital campaign that will help transform the delivery of health care, seek solutions to the challenges of disease, and begin a new chapter for BIDMC in the Boston medical community.

The Office of Development achieves its goals by practicing a major and principal gifts approach. Innovations pioneered by the team include three unique pillars for engaging volunteers and facilitating high-level giving: Leadership-Initiated Philanthropy, Physician-Initiated Philanthropy, and Innovation-Initiated Philanthropy. The achievements to-date include a five-fold increase in gifts from grateful patient donors, extremely high board and volunteer giving participation levels, and increasing support for exceptional research into solving some of the largest challenges to human health.

**Position Overview – Major Gifts Officer**

The Major Gifts Officer reports directly to the Director of Development and is primarily responsible for the identification, cultivation, and solicitation of individual major gift prospects and donors in a healthcare environment. S/He will serve as a member of the development team and plays a central role in developing, overseeing, and managing major gift strategies and programs, and relating them to other segments of the department’s advancement efforts, in coordination with the Major Gifts staff. An advocate for the mission and programs of the network and institution, represents the institution among its volunteer leadership and key and influential public audiences as a frontline fundraiser.

**Primary Responsibilities:**

- Serves as a member of the department’s staff with the primary responsibility for advancing the institution’s major gifts program to successfully: identify, cultivate, solicit, and steward major gift ($50,000) prospects and donors. Particular attention will be given to high-end annual fund donors who have the capacity to become major gifts prospects.
- Manages a personal portfolio of 100+ major gift prospects and donors that comprise many of the institution’s most important and sensitive relationships, works in consultation with the Director of Development, colleagues on the Major Gifts team and key board and other volunteer leaders to discuss and devise individually tailored major gift strategies.
- Works to foster an atmosphere, internally and externally, of widespread cooperation and ownership to reinforce a common sense of purpose and establish an ever-increasing understanding and comfort with the development plans, and strategies designed to achieve institutionally supported objectives.
- Shares responsibility for the strategic planning, development, and implementation of the division’s goals in collaboration with the others as necessary.
• Shapes key institutional and development related messages through the direction and preparation of proposals, solicitation letters, and other materials for major prospects and donors; ensures that they are persuasively communicated to key and target audiences and are consistent with the efforts of others to strategically position the institution in the marketplace.

• Establishes and maintains high-quality relationships with the BIDMC’s department chairs, division chiefs, physicians and researchers, and other key staff by establishing a personal rapport and acquiring demonstrating a firm grasp of a wide range of medically related terms and critical issues facing the health care profession.

• Collaborates with the members of the Development Office to plan prospect management strategies and moves steps that are coordinated and place the prospect’s best interests first.

• Participates in the preparation of an annual operating plan for the division, which includes a complete review of the years’ activities and sets specific goals and objectives for the next and future fiscal years.

**Required Qualifications:**

• Bachelor’s degree required.
• 3-5 years related work experience required.
• Ability to travel locally/regionally as prospect relationship building requires face-to-face, phone and written contact.
• Advanced skills with Microsoft applications which may include Outlook, Word, Excel, PowerPoint or Access and other web-based applications. May produce complex documents perform analysis and maintain databases.

**Competencies:**

• Decision Making: Ability to make decisions that are guided by general instructions and practices requiring some interpretation. May make recommendations for solving problems of moderate complexity and importance.

• Problem Solving: Ability to address problems that are varied, requiring analysis or interpretation of the situation using direct observation, knowledge and skills based on general precedents.

• Independence of Action: Ability to follow precedents and procedures. May set priorities and organize work within general guidelines. Seeks assistance when confronted with difficult and/or unpredictable situations. Work progress is monitored by supervisor/manager.

• Written Communications: Ability to communicate clearly and effectively in written English with internal and external customers.
• Oral Communications: Ability to comprehend and converse in English to communicate effectively with medical center staff, patients, families and external customers.

• Knowledge: Ability to demonstrate full working knowledge of standard concepts, practices, procedures and policies with the ability to use them in varied situations.

• Team Work: Ability to work collaboratively in small teams to improve the operations of immediate work by offering ideas, identifying issues, and respecting team members.

• Customer Service: Ability to provide a high level of customer service to patients, visitors, staff and external customers in a professional, service-oriented, respectful manner using skills in active listening and problem solving. Ability to remain calm in stressful situations.

**Background Checks:**

Prior to submitting your resume for this position, please read it over for accuracy. LLLS does verify academic credentials for its candidates, and our clients frequently conduct background checks prior to finalizing an offer.

To learn more, call
Maureen Huminik, Vice President at
617-262-1102

or send nominations or cover letter and resume to
mhuminik@LLLSearches.com.

All inquiries will be held in confidence.