

SUMMARY

Fundraising executive with more than 30 years of experience in the non-profit and philanthropic communities as staff member and manager, Board member and volunteer, helping institutions build their organizational capacities to better fulfill their missions.

- *Fundraising*: build and implement comprehensive fundraising plans, working closely with Boards of Directors, donors and philanthropists with extensive experience in program turn-arounds.
- *Management*: develop operational plans and budgets to attain individual and departmental goals; manage teams that produce timely, cost-effective, high-quality results.
- *Vision*: build and implement strategic fundraising plans for leadership, staff and donors.

PROFESSIONAL EXPERIENCE

BTR Fundraising Partners

Principal

2022-Present

- Provide guidance through development assessments, campaign and strategic planning, and talent management to improve and accelerate non-profit fundraising programs.

BWF, based in Boston, headquartered in Minneapolis, MN

Associate Vice President

2019-2022

- As fundraising consultant, directed and supported capital campaigns, strategic plans, trainings, and other fundraising projects for local and national clients by conducting due diligence through site visits, interviews, in-depth material reviews, data analysis, financial analysis, and other activities.

EDWARD M. KENNEDY INSTITUTE FOR THE UNITED STATES SENATE, Boston, MA

Chief Development Officer

2018-2019

- Implemented best practices to build a culture of philanthropy by cultivating relationships with Board members and donors for six- and seven-figure gifts, managing a portfolio, and creating infrastructure.

PARTNERS HEALTHCARE SYSTEM, Boston, MA

2001 - 2018

Chief Development Officer, MGH Institute of Health Professions

2015 - 2018

- Built and implemented the vision and strategy to create a successful culture of philanthropy, completed first \$2M campaign, improved cost-per-dollar raised, and built institutional capacity.
- Provided strategic leadership in research, identification, cultivation and solicitation of philanthropic gifts.
- Supervised and mentored staff and managed day-to-day operations, including departmental budget.

Director of Development, Partners Healthcare

2006 – 2016

- Promoted to serve as strategic partner to VP of Development, designing and implementing talent management and professional development programs and other support services to over 300 fundraising staff.
- Working in collaboration with affiliates, designed plans for strategic priorities (e.g., performance management, leadership development, and training) resulting in increased philanthropic revenue for affiliates.
- Improved efficiency and effectiveness of Partners Development Office.
- Supervised, mentored, and coached up to 11 direct reports and managed \$4M departmental budget.

Associate Director of Development, Partners Healthcare

2003 – 2006

- In addition to responsibilities as Manager of Career Development, conducted strategic staff audits, coached development staff, and made recommendations resulting in improved recruitment and higher retention.
- Served as advisor to managers on issues of compensation, training, career planning, and succession planning.

Manager, Career Development, Partners Healthcare

2001 - 2003

- Recruited to create first hospital-based development talent management role, working with hiring managers to coordinate the staffing of the 120 fundraising staff across the affiliates, improving career planning, on-boarding, recruitment, and retention of fundraising staff, while building a diverse pool of candidates.

AMERICAN RED CROSS OF MASSACHUSETTS BAY, Boston, MA*Associate Director, Corporate and Foundation Relations*

1996 – 2001

Interim Director, Annual Campaigns

1999

THE MEDICAL FOUNDATION (Now Health Resources in Action), Boston, MA*Development Officer*

1992 – 1996

LEAGUE OF WOMEN VOTERS OF MASSACHUSETTS, Boston, MA*Director of Administration & Development*

1990 - 1992

Director of Development

1989 - 1990

SELECT VOLUNTEER ENGAGEMENTS**METROWEST HEALTH FOUNDATION***Member, Distribution Committee*

2021 - Present

NATICK HIGH SCHOOL, Natick, MA*Chair, Scholarship Committee*

2013 – 2016

NATICK EDUCATION FOUNDATION*Chair, Grant Committee*

2002 – 2008

PROFESSIONAL AFFILIATIONS**GIVING USA FOUNDATION***Member, Editorial Board*

2020 - 2022

THE AMERICAN ASSOCIATION OF MEDICAL COLLEGES (AAMC) GROUP ON INSTITUTIONAL ADVANCEMENT (GIA), Washington, DC*Development Chair*

2013 - 2014

Development Representative

2010 - 2012

ASSOCIATION OF FUND RAISING PROFESSIONALS, MASSACHUSETTS CHAPTER, Malden, MA*Member, Board of Directors*

1994 – 2005

SELECT PRESENTATIONS

“Creating a Culture of Philanthropy for Success”

Association of Healthcare Philanthropy Annual International Conference, Boston, MA

“Development and Alumni Master Class: Staff Development”

Association of American Medical Colleges Annual Meeting, Denver, CO

“Strategic Talent Management: Recruiting and Retaining the Best and the Brightest”

Association of Healthcare Philanthropy Annual International Conference, Toronto, Canada

EDUCATION**HARVARD GRADUATE SCHOOL OF EDUCATION, Cambridge, MA***Master of Education***TUFTS UNIVERSITY, Medford, MA***Bachelor of Arts*