



Senior Manager, Philanthropy

Eva's

THE OPPORTUNITY

Are you passionate about social change? Do you want to make a difference in an organization that serves homeless youth? As a charity that provides shelter, transitional housing, and programming to help young people build brighter futures free of homelessness, Eva's is seeking a purpose-driven, highly collaborative and experienced fundraising generalist to serve as our next **Senior Manager, Philanthropy**.

Reporting to the Senior Director of Philanthropy and as an integral part of a Philanthropy team of nine staff members, the Senior Manager will be an essential contributor in developing the department's overall fundraising strategy, assisting in the planning and execution of the annual development plan, and ensuring the goals are met through the day-to-day operations of the department. The Senior Manager will pay particular attention on the opportunities within the Mid-Level Giving portfolio. Working closely with the Philanthropy team, the Senior Manager will design, develop, and implement Eva's mid-level giving program for annual gifts of \$2,500 and up, providing strategic support on key relationships related to mid-level gift prospecting, cultivation, solicitation, and stewardship.

A skilled leader of people and projects, the Senior Manager will use strategic acumen, proactive communications, and strong interpersonal skills to build trusting and productive relationships that support fundraising success. With management and oversight of four (4) fundraising staff, the successful candidate will model a results-driven approach that engenders an ethic of accountability amongst the team while providing members with coaching and support to meet their goals.

This is a pivotal time to join Eva's as we embrace unprecedented growth within the fundraising portfolio, celebrate the transformational change that is occurring in greater society, and live our values using an anti-oppression lens in a manner that respects our clients and further enhances our mission.

This position is ideally based in the GTA region, with occasional regional travel to attend donor meetings when it is safe to do so. As Eva's is committed to being a flexible employer, a combination of in-office and remote work is anticipated post-pandemic.

OUR FOUNDER EVA SMITH AND HISTORY

Our organization's innovative approach to supporting youth experiencing homelessness started with our founder, Eva Maud Smith. Her legacy remains central to the work we do today.

"Eva touched the lives of many and her single-minded focus on giving of one's self to help others continues to echo in our hearts as we hear her name." - Mavis E. Burke

Eva's was founded in 1989 by Eva Smith under our original name, North York Emergency Home for Youth. Eva Smith was a Jamaican Immigrant and Black community leader whose heart was drawn to our city's young people. She realized that the experience of homelessness had become a barrier for some. A trailblazer, Eva shed light on hidden youth homelessness, showing decision-makers the scope of the problem and rallying supporters to do something about it. She demonstrated that adult shelters were missing the specialized supports youth needed to avoid chronic homelessness in the long term.

Although Eva Smith passed away in 1993, her spirit lives on. In 1994, one year after her death and five years after the founding of the organization, Eva's Place, the first physical shelter for young people was established. In 2001, the name of the organization was changed from the North York Emergency Home for Youth to Eva's Initiatives for Homeless Youth.

Today, Eva's serves hundreds of young people every year, offering a unique combination of safe shelter and housing, counselling, training, and life skills programs.

ABOUT EVA'S

Eva's provides shelter, transitional housing, and programming to help youth experiencing or at risk of homelessness in Toronto. Our expert staff help young people in need reach their potential and lead fulfilling, healthy lives.

Eva's was founded in 1989 by Eva Smith, a Jamaican immigrant, advocate, and activist. Eva's consists of four sites located across Toronto, housing 157 young people, aged 16-24, each night. At Eva's, we work with each young person to develop an achievable action plan. This includes employment and training, building life skills, and developing an education plan to help them attain their goals and build strong community connections as they continue in their journeys to independence.

Eva's was recognized by Charity Intelligence as one of Canada's top 100 charities in 2021.

OUR APPROACH

While our community of care spans across four sites with each one focused on assisting youth in unique ways, our approach remains consistent throughout. We are committed to delivering trauma informed, culturally responsive support and a harm reduction-focused approach to young people across our programs. This includes taking an intersectional approach to centre and support the unique needs of youth and their intersecting identities.

On trauma informed supports

We put youth at the centre of all we do at Eva's. Our approach to working with young people takes into consideration the trauma they've experienced and how this impacts their experiences, behaviour and actions. We also recognize the impacts that different systemic barriers have played in creating trauma for the young people we support. Our expert staff are trained to provide individualized support to each young person we serve, helping to meet their unique needs so that they can stabilize, heal, and focus on the future. On culturally responsive supports

Youth experiencing homelessness who are Black, Indigenous, 2SLGBTQ+, racialized, or newcomers face additional barriers. In Canada, racism, specifically anti-Black and anti-Indigenous racism, permeates society, creating social and health inequities, among others. To respond to the needs of homeless youth and decrease social and health inequities experienced by racialized Canadians, culturally responsive supports and services must be provided. These supports can look like services that centre the identities and cultures of young people and affirm their holistic identity, taking into consideration the barriers they navigate in their daily lives. This ensures that services respond to the specific needs of youth instead of compounding the barriers they are already facing.

On harm reduction

Through our harm reduction program, we provide youth with a non-judgmental environment. Our first priority is to build trusting relationships, ensuring the youth know we accept them for who they are, and that they are not defined by their substance use. Our harm reduction team offers group and individual counselling, education on safer drug use strategies, and access to safe drug supplies. Along with case management services, the program offers a variety of workshops and groups on healthy sexuality, art therapy, stress management, life skills, and recreation.

Our programs:

Eva's Place is an emergency shelter for up to 16 youth who are experiencing homelessness. Here, youth are able to access supports to help them reconnect with their immediate or chosen family and transition to stable housing in the community. We also offer life skills programming, in addition to education and employment supports, that help young people gain the skills they need to integrate into community living.

Eva's Satellite Hotel provides emergency and longer-term housing for up to 41 youth. This program was originally put in place as an emergency response to the pandemic. It continues in this capacity while also housing the Satellite program while Satellite's original space is reassessed. This program has been essential to maintaining our shelter capacity while supporting young people.

Eva's Phoenix is a community of 10 shared townhouse-style units that provide transitional housing for 50 youth. The model provides young people with caring, individualized support to help them develop critical skills to live in the community. Youth can participate in workshops and hands-on programs that will help them build strong community connections as they continue in their journeys to independence.

The **YOUth Belong** program supports Black youth experiencing homelessness or precarious living. Staff help young people build the skills and capacity to effectively navigate the systems they will connect with daily, while developing roots in their communities and intersectional identities. YOUth Belong provides 50 youth with access to their own housing in a community setting with 24-hour staff supports. The program operates in both scattered housing and Eva's managed properties across the city. Youth can participate in the program for up to four years. This program was designed to help address the structural and systemic barriers Black youth experience when attempting to find stable housing in the city of Toronto: -

- As a result of a lack of affordable and safe housing for Black youth, they are over-represented in homeless shelters and transitional homes.
- As a result of a legacy of colonialism and anti-Black racism, Black youth experience higher rates of housing insecurity and barriers to accessing long-term housing.
- As a result of structural inequities, youth are impacted by multiple systems of oppressions across different sectors (e.g., health care, justice, education, employment, etc.).

EVA'S GUIDING PRINCIPLES

Eva's is a Reflective, Learning Organization

What works for youth changes over time and youth we work with require tailored approaches that meet their diverse needs. Rooted in a history of innovation, **Eva's is committed to growing our own knowledge and finding out how we can do better.** We embrace continuous learning to improve our practice and change the status quo, grounded in social consciousness and critical self-reflection.

Structurally, Eva's will come into our own as a "learning organization". We will build on our strengths and dedicate the leadership and resources we need to develop and evaluate effective approaches to reach our goals. We will foster a trusting, empathetic environment and a workplace culture marked by curiosity, constructive criticism, and creativity. In the end, we don't know all the answers, but we can humbly learn from the lived experiences of youth, our own successes and challenges, and the broader evidence base to become the best we can be and share that knowledge with our community partners.

Eva's Puts Young People at the Centre

Young people are centered at Eva's as human beings with inalienable human rights. Eva's not only aims to provide excellent resources and programs tailored to young people's developmental, cultural, and individual needs, but we also want to bolster their self-determination, efficacy, self-advocacy, and strengths.

We challenge ourselves to shed institutional mindsets and take joy in the opportunity we have to assist youth on their journeys. We want to become a place where young people have the space to lead the organization's direction, the support to become partners in service delivery, and the voices to hold us accountable for how resources are used for their benefit.

Eva's is Relationship Focused

For young people to move in from the margins and gain a sense of true belonging requires healthy relationships rooted in trust, transparency, empathy, fairness, consistent and appropriate boundaries, strong conflict resolution, and strengths-based communication.

Eva's will do all we can to help youth grow healthy relationships with us and their families, neighbours, peers, colleagues, and communities. Knowing that young people look up to us, we will model healthy relationships ourselves and structure our environment and approach to enable relationship-building success.

Eva's Approach is One of Justice Doing

Homelessness is a symptom of social injustices. Ultimately, the only way to end it is to get at its root causes and take on our all-encompassing responsibility to foster social justice.

Eva's will support our team to pursue equitable outcomes through anti-oppressive, intersectional service approaches and we will be an organization that is reflective of the diverse communities we serve. We will challenge systemic barriers and power imbalances impacting youth and we will avoid unwittingly perpetuating an unfair status quo. Eva's will do all we can to ensure that young people not only have access basic survival resources but can actualize their rights and are treated with dignity and respect. We will make every effort to practice justice in the way we function as an organization.

ADDITIONAL INFORMATION

- [Eva's 2020 Annual Report](#)
- [Eva's 2019 Annual Report](#)
- [Eva's 2019 Financial Report](#)
- [Where Donations Go](#)
- [Facts About Youth Homelessness](#)
- [Eva's Blog](#)

KEY DUTIES & RESPONSIBILITIES

Planning & Development

- ◆ Work with the Senior Director of Philanthropy in developing the department's fundraising strategy, ensuring it is in line with organization's vision, mission, and values.
- ◆ Work with the development team to assist in the planning and execution of the annual development plan while incorporating new and leading-edge fundraising methods.
- ◆ Design, develop, and implement Eva's mid-level giving program for annual gifts of \$2,500+, creating and directing the development of gift proposals, cultivation, solicitation and stewardship plans.
- ◆ Provide strategic advice to the Senior Director of Philanthropy and team on key relationships related to prospecting, cultivation, solicitation, and stewardship.
- ◆ Collaborate with the Event Manager and event committees on improved outcomes and develop post-event stewardship.
- ◆ Manage the development of materials such as proposals, presentations, brochures, and reports.

People Leadership

- ◆ Develop, motivate, and manage four (4) fundraising staff, ensuring high performance while inspiring a positive and inclusive work environment.
- ◆ Nurture and facilitate the professional growth of the team through regular interactions, feedback, and dialogue.
- ◆ Recommend and implement appropriate ongoing training and professional development to facilitate individual improvement and knowledge.
- ◆ Conduct and contribute to performance evaluations and ongoing assessment of fundraising staff.
- ◆ Lead, encourage, and contribute to an enthusiastic culture of philanthropy within Eva's.

Donor Relationship Management

- ◆ Develop, position, and structure proposals to maximize successful closure rate.
- ◆ Manage, cultivate, and retain relationships with existing mid-level giving donors and family foundation prospects as well as identifying new prospects.
- ◆ Superior relationship-building and interpersonal skills to engage donors with a demonstrated ability to listen, persuade and develop positive relationships that leverage the impact on philanthropy.
- ◆ Develop and execute a learning journey for donors and prospects to deepen their understanding of the issue of youth homelessness and Eva's unique programs and services.
- ◆ Make direct, face-to-face solicitations, and assist senior managers and senior-level volunteers with their solicitations.
- ◆ Oversee and manage all aspects of mid-level gifts solicitations from the initial contact stage to completion.

Database Management

- ◆ Accountable for maintaining ensuring the integrity and privacy of data in collaboration with the database manager.

- ◆ Oversight of systems and software to track and cultivate donors and prospects, including our donor database and prospecting tools.
- ◆ Ensure donors receive appropriate reports and relevant information.

QUALIFICATIONS & COMPETENCIES

- ◆ Passion for the mission of Eva's and youth homelessness.
- ◆ Progressive leadership experience in the not-for-profit sector.
- ◆ Experience working for a community-based organization and/or with vulnerable populations with an anti-oppression framework is highly desired.
- ◆ Demonstrated fundraising experience managing diverse revenue streams with experience in mid-level gift fundraising, closing gifts of \$2,500+ from individuals.
- ◆ Proven ability building and managing a prospect pipeline.
- ◆ Highly proficient relationship management skills with a demonstrated ability to build networks and communities of support.
- ◆ Experience leading and coaching successful staff teams with a commitment to work as a supportive, collaborative team member.
- ◆ Confidence, competence, and comfort working with senior volunteers and business leaders.
- ◆ Tactful and dynamic with the ability to encourage engagement and support the fundraising goals of senior volunteers.
- ◆ Excellent written, verbal, and presentation skills with the ability to relay a case for support in an accessible, compelling manner.
- ◆ Ability to work in a fast paced and results-oriented environment.
- ◆ Excellent organization, problem-solving, and decision-making abilities with high attention to detail.
- ◆ Self-disciplined, and self-motivated with the ability to work efficiently using an innate sense of urgency to meet deadlines.
- ◆ Proficiency working with Raiser's Edge NXT a definite asset.
- ◆ CFRE certification is an asset but not required.

FOR MORE INFORMATION

KCI (Ketchum Canada Inc.) has been retained to conduct this search on behalf of Eva's Initiative for Homeless Youth. For more information about this opportunity, please contact Samantha David, Associate Vice President, KCI Search + Talent or Christine Cho, Senior Search Consultant, by email at Evas@kcitalent.com

Interested candidates are invited to send a resume and letter of interest to the email address listed above by **February 14, 2022**.

All inquiries and applications will be held in strict confidence.

To view the full position brief please visit www.kcitalent.com

Eva's is strongly committed to a workforce that reflects the diversity of the populations we service. We encourage applications from all qualified individuals including applicants from all cultures, racialized communities, abilities, diverse sexual and general identities, and others who may contribute to the further diversification of ideas. We are committed to a select process and work environment that is inclusive and barrier free. In accordance with the Accessibility for Ontarians with Disabilities Act (AODA), Eva's provides accommodation, accessible formats, and communication supports for the interview upon request.

Please note that as a condition of employment, the successful applicant must complete a Vulnerable Sector Screening, a Police Reference Check, and confirm their immunization status. In addition, proof of COVID-19 vaccination in the form of the Ontario Ministry of Health vaccine confirmation provided at the time of vaccination will be required, in compliance with our organization's Covid-19 Vaccination Policy.

The salary range for this position is \$78,000-\$112,000.