

Senior Manager, Fundraising

Position Profile

About the Tim Hortons Foundation Camps

Celebrating their fiftieth anniversary in 2024, the Tim Hortons® Foundation Camps (Tims Camps) has worked with more than 320,000 young people, using camp experiences to develop important life skills.



The Foundation, formed in 1974, opened the first camp in Parry Sound, Ontario, just a year later and has since expanded to six locations across Canada and a USA camp in Campbellsville, Kentucky.

The Tims Camps mission is to help youth from underserved communities achieve their full potential. Tims Camps understands that young people are problem solvers, but they need opportunity. Too often, young people's race, ethnicity, economic status, or postal code determines which doors are open to them and which remain closed.

To help young people develop the resilience, strength, and social-emotional skills they need to succeed, Tims Camps offers summer camps, school programs, and partnership programs with community groups—all at no cost to participants. These camp experiences are made possible annually thanks to the generosity of Tim Hortons restaurant owners, guests (Tim Hortons customers), and corporate partnerships, including Tim Hortons' parent company, Restaurant Brands International (RBI).

The three programs operated by Tims Camps have a profound impact on participants.

- The **Summer Program** serves campers aged 11 to 16, with an annual 8-day camp session. Camp programming includes traditional camp activities like canoeing, high ropes, and archery, along with targeted elements to develop life skills. The Summer Program helps youth develop independence, teamwork, leadership, and appreciation for diversity, as well as coping strategies to help them achieve success in young adulthood.
- Tims Camps also host **School Programs**, bringing participants from schools in low-income neighborhoods to camp for three to four days. These year-round programs focus on youth well-being, developing an appreciation for nature and the environment, creating an appreciation for diversity, and cultivating mindfulness.



- **Partnership Programs** operate much like the School Programs, delivered in tandem with other youth-serving organizations with similar missions and visions. Tims Camps works collaboratively with representatives from other organizations to co-create content that will be relevant and important to program participants, all the while prioritizing a camp-based delivery model.

Tims Camps uses data to support how programs are delivered, the outcomes youth experience, and the long-term impact of the programs on campers as they mature into young adults. For example, for every year of camp attendance, alumni were 1.5 times more likely to have earned at least a bachelor's degree.

The Opportunity

Tim Hortons® Foundation Camps seeks an experienced and enterprising development professional to serve as their first USA-based fundraiser, creating and implementing strategies to deepen and broaden donor engagement across Tim Hortons' USA markets. In this newly created role, the incoming Senior Manager, Fundraising will be part of a collaborative, Canada-based team that shares a commitment to engaging donors in the lifechanging work of Tims Camps.

It is an exciting time for Tim Hortons® Foundation Camps. Long recognized as a leading brand in Canada and the Northeastern USA, Tim Hortons has regionally expanded in recent years and is poised for further expansion into Texas, Georgia, Tennessee, and Phoenix. The incoming Senior Manager, Fundraising will play a critical role sharing the impact of Tims Camps with restaurant owners, guests, grantmakers, and other supporters in existing and emergent markets, inspiring them to support the Foundation's mission.

The Senior Manager, Fundraising will be a dynamic fundraiser who has proven experience in a broad range of fundraising principles, methods, and tactics. They will be highly collaborative and a strong motivator who will develop and promote a culture of philanthropy among Tim Hortons Foundation USA Board, restaurant owners, guests, Camp staff, and other supporters that will result in increased philanthropic support to the Foundation.

The successful candidate will have a passion for youth programming and the community of supporters who make the work possible. With collaboration and support from the Canada-based fundraising team, the Senior Manager, Fundraising will develop and implement a plan to cultivate opportunities for philanthropic investment that will further the impact and reach of Tim Hortons® Foundation Camps.

About the Position

The Senior Manager, Fundraising will join the Canada-based Tim Hortons Foundation Development team, reporting to the Director and Executive Officer, Fundraising. With support from Foundation leadership and an engaged Board of Directors, the incoming Senior Manager, Fundraising will create and implement a fund-development plan to generate support for the Tims Camp location in Kentucky and other high-impact youth programs.

Strategy and Planning

- Support the creation and execution of the Tims Camps USA Fundraising strategy.
- Collaborate with the development staff, Tim Hortons Foundation USA Board members, restaurant owners, and external stakeholders to achieve development plan objectives and results.

- Create and implement strategies to identify and secure philanthropic partnerships that align with Tims Camps programs and initiatives.

Front-Line Fundraising

- Meet assigned revenue and stakeholder engagement targets to realize the FY25 revenue goal and expand contributed revenue in FY26.
- Deepen relationships with current donors and supporters while actively identifying new partners and supporters.
- Increase revenue from current funding sources, while researching and securing new sustainable funding sources.
- Attend and represent the Foundation at assigned Tim Hortons restaurant owner organized/sponsored events.

Donor Engagement and Cultivation

- Execute stewardship and recognition activities as per Tims Camps guidelines/programs and gift agreements for corporate partners, individual donors, major gifts, and other supporters.
- Support the creation and delivery of partnership fulfillment packages and impact reporting.
- Ensure funding partnership activations occur as per gift agreements.
- Successfully steward donor relationships, managing appropriate frequency of outreach, communication, and involvement.

Grant Writing and Reporting

- Identify relevant public and private grant opportunities.
- Establish and maintain relationships with foundations, grantors, and government agencies to cultivate maximum potential for funding/grant opportunities.
- Oversee all grant activity including grant applications, grant monitoring, and reporting.

Communications

- Create compelling fundraising materials, including proposals, presentations, and promotional content, to inspire franchise-owner participation.
- Engage Tims Camps USA staff, campers, and other stakeholders to capture the essence of the camps in fundraising materials.
- Collaborate with the marketing and communications teams to ensure consistent messaging and promotion of Foundation activities across all platforms.
- Provide training and resources to franchise-owners to maximize their fundraising efforts and outcomes.

Development Office Operations

- In collaboration with the Canadian fundraising team, develop and implement core business processes: tracking and reporting of gifts in the database, issuing pledge reminders and acknowledgements, and providing revenue progress reports to Foundation leaders.

- Develop budget projections in conjunction with Foundation leadership; recommend annual Foundation fundraising goals.

Work Location

This role will be filled by a USA-based employee focused on our USA fundraising and stakeholder engagement. **The position is remote and will require travel approximately 30% of the time. Preference will be given to candidates in the greater Cleveland, Columbus, Detroit, Pittsburgh, and Toledo regions**, given their proximity to Tim Hortons markets and Tim Horton Camp Kentahten, located in Campbellsville, KY. Additional travel may be assigned to participate in trainings, meetings, and events at the TDL/RBI USA headquarters in Miami, FL, and Tims Camps centralized head office in St. George, Ontario.

Qualifications

Core Competencies for Success

- Collaborates
- Communicates effectively
- Balances stakeholders
- Situational adaptability
- Strategic mindset
- Builds networks
- Drives engagement
- Nimble learning
- Courage
- Customer focus
- Action oriented
- Instills trust

Required Qualifications

- Bachelor's Degree in a related field or equivalent experience
- 5+ years of communications, fundraising, or donor relations experience within the nonprofit sector
- CFRE desired
- Senior-level relationship management and stewardship experience required
- Experience in grant writing with proven experience in securing government and other types of applicable grant funding
- Superior verbal and written communication skills
- Ability to work in a dynamic environment with multiple demands and changing priorities
- Experience in developing and implementing strategic plans
- Experience in budgeting and managing resources
- Excellent influencing and relationship-building skills
- Ability to travel throughout USA and Canada 30% of the time

Compensation

The expected base salary for this position is \$70,000-\$90,000, commensurate with experience. Staff are eligible for discretionary performance compensation equivalent to up to 5% of their annual base salary, contingent on the performance of the Foundation overall, individual staff performance, and Board approval. Additional benefits include comprehensive medical, dental, vision, life, and disability insurance; access to a 401K plan with generous employer match; 15 days of paid vacation and 2 paid personal days per calendar year.

Application Process

Benefactor Group is pleased to be assisting Tims Camps with this executive search. Applications will be reviewed as they are received. All applications are considered highly confidential. To be considered for this position, please send a resume and formal cover letter in PDF format to:

Benefactor Group Recruitment Team

HR@benefactorgroup.com

<http://www.benefactorgroup.com>

Please do not contact Tim Camps staff or Board with questions or interest in the role. All inquiries about the position should be directed to Benefactor Group: HR@benefactorgroup.com.

Commitment to Equity, Diversity and Inclusion

Tim Hortons® Foundation Camps is committed to a fair and inclusive work environment and seeks talent with a diversity of life experiences and perspectives. We are an equal opportunity employer that hires talent regardless of age, race, creed, color, religion, national origin, ancestry, marital status, affectional or sexual orientation, gender identity or expression, disability, nationality, sex, status as a protected veteran or any other legally protected grounds, and will not discriminate on these bases.

If you have special accessibility requirements that need to be considered during the recruitment process, please let us know by emailing us at hr@benefactorgroup.com and a member of our Executive Search team will get back to you. Information received relating to the accommodation needs of applicants will be addressed confidentially.