



Chief Development Officer Position Profile

Reports to: Kenny Wilson, CEO

Location: San Antonio, Texas

Organization Overview & Background

Haven for Hope offers a place of hope and new beginnings for men, women, and families faced with homelessness in Bexar County. In 2005, business and civic leader Bill Greehey and the Mayor of San Antonio sought solutions to address the issue of homelessness in Bexar County. After national research on models and best practices, construction of the \$101 million Haven for Hope campus began; 61% of the funding for this construction project came from the private sector. The Restoration Center opened in April 2008 with \$6.1 million in state funding, providing critical sobering and detoxification services. The Transformational Campus officially opened April 26, 2010 and became fully operational June 30, 2010.

Today, Haven for Hope serves approximately 1,500 individuals each day, providing a residential and service space for those faced with homelessness. The In-House Recovery program provides designated housing and support for those with drug and alcohol addictions and the In-House Wellness program provides treatment for patients with mental illness. There are 843 residents currently living on the Transformational Campus; 424 men, 162 women, 257 family members (includes 166 children with an average age of 6 and 52 veterans). Since Haven for Hope opened, more than 3,135 people have exited the Transformational Campus and moved to permanent housing.

Haven for Hope has an annual budget in excess of \$22 million, an endowment of \$4 million, and approximately 210 individuals on its staff, as well as an average of 1,000 volunteers each month. The organization is driven by the vision of ending homelessness through transformation, and it daily practices the core values of radical compassion, servant leadership driven by hope, and pursuit of excellence. Representatives from more than 250 US cities have visited the campus to study Haven for Hope's program and partners.

Haven for Hope has more than 90 organizational partners, providing more than 150 social services. There are 31 partners on campus, 47 off-campus/community referrals, and 13 community support partners. Some of the major partners and their roles are:

- **The Center for Health Care Services.** Services for housing, substance abuse, and mental health.
- **The San Antonio Food Bank.** Food services on the campus and culinary arts-related job education.
- **St. Vincent de Paul Society.** Food services on the campus.
- **I Care Vision Center.** Vision services.
- **San Antonio Christian Dental Clinic.** Dental services.
- **YMCA of Greater San Antonio.** Early childhood education and afterschool care.
- **CentroMed.** Medical services.

For more information on Haven for Hope, visit the organization's website: www.havenforhope.org

Position Summary

In its six-year operating history, Haven for Hope has evolved from becoming established and operational to becoming a national leader in the battle against homelessness. The CDO at Haven for Hope will be the organization's development executive, providing vision and strategy that will elevate all funding efforts through grants, foundations, and national contacts. This position will lead and build the current team of five staff, and will create and implement the development plan and processes, with the goal of expanding Haven's development base on a local, state and national level. This will occur in coordination with Haven's active development committee and experienced fundraising board. The CDO will be a close right hand to the CEO, working to envision and establish programs that will ensure the future success for this stellar organization. Some travel is involved.

Key Executive Objectives & Responsibilities

- Plan, coordinate, and execute broad-based, local, state, and national level development strategies to secure current and future financial support through individuals, corporations, foundations, volunteers, and government.
- Oversee all development activities, including:
 - Cultivating and soliciting major donor and top prospects.
 - Directing national major gifts program, including identification, cultivation, and solicitation of major donors. Formulating and implementing innovative major gift strategies.
 - Directing foundation and government grant programs, including strategies for grant submission, proposal writing, and submission of foundation reporting requirements.
 - Planning and executing capital fundraising.
 - Overseeing fundraising events, online giving program, donor prospects, and donor research.
- Assess development staffing needs, including managing current employees.
- Establish strong, constructive, and appropriate working relationships with the CEO, executive leadership, board members, staff, donors, and the public.
- Strengthen relationships with existing corporate and foundation partners.
- Work closely with Haven's governing board, development committee, and other key volunteers in elevating all development efforts of the organization.
- Closely coordinate with the marketing and public relations staff to consolidate efforts; bolstering the CEO's efforts to solidify the organization's brand and tell their story on a national level.
- Oversee donor database, tracking systems, and donor acknowledgments.

Education & Experience Requirements

- Ten or more years of nonprofit fundraising experience in positions of increasing responsibility and complexity.
- Successful track record of raising \$5M or more in funds annually.
- Established relationships and demonstrable success in securing substantial grants from major foundations.
- Demonstrable success in donor development, capital campaigns, cultivating major donors,

- and soliciting major gifts on a national level.
- Experience in building a development team in relation to the strategic business development of an organization. Experience developing, mentoring, and managing a development team.
 - Bachelor's degree required; advanced degree preferred.
 - Thorough understanding of business and management principles involved in strategic planning, resource allocation, leadership technique, production methods, human behavior and performance, and coordination of people and resources.
 - Experience in grant writing or overseeing the grant process.
 - Deep understanding of best practices in development, including financial management and reporting, donor development, and donor-tracking systems.
 - Experience overseeing community development and public outreach efforts.
 - Proven track record of organizing and maintaining efficient operational procedures.
 - Excellent skills in written and verbal communication, presentation, and public speaking required. Ease in communicating effectively with a wide range of audiences.
 - High level of comfort using Internet tools, social media, and development software.
 - Bilingual (English/Spanish) fluency a plus.

Essential Personality Traits & Skills

- Passion and energy for Haven for Hope's mission, programs, and purposes.
- Compatible and energetic member of leadership team.
- Integrity above reproach, treating all with respect.
- Empathetic, adaptable, and collaborative personality; superb interpersonal skills.
- Self-starter personality.

Compensation

Competitive cash compensation, plus excellent benefits.

Please Contact:

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All inquiries will be treated confidentially