DAN BEARD COUNCIL, BSA
SERVING GREATER CINCINNATI & NORTHERN KENTUCKY

Live Scout Loud

# VICE PRESIDENT, DEVELOPMENT

## CINCINNATI, OHIO

GilmanPartners
EXECUTIVE SEARCH | TALENT ACQUISITION
LEADERSHIP DEVELOPMENT

# ABOUT THE ORGANIZATION

The Dan Beard Council, BSA is an independent 501(c)(3) non-profit organization which delivers the programs of the Boy Scouts of America in the Greater Cincinnati and Northern Kentucky area. With a geographic area of 12 counties in Southwestern Ohio and Northern Kentucky and an average annual membership of 12,000 youth, the Dan Beard Council is one of the larger metropolitan councils in the country and the largest youth organization in the Cincinnati area. The Council administers the Scouting program through seven districts, providing volunteer support, training, program opportunities, fundraising and administrative services. Hundreds of Cub Scout Packs, Scout BSA Troops, Venturing Crews, Explorer Posts, and Sea Scout Ships make up the membership of the Council.

Four camp properties are operated by the Council including Camp Friedlander, Camp Craig, Cub World, and Camp Michaels. Each year, over 3,000 youth will participate in summer camp programs and thousands more will enjoy the camps in various seasonal events and unit outings.

Council operations are funded by the Friends of Scouting annual giving campaign, corporate sponsorships, the popcorn sale, and special event revenue. The development team is responsible for raising more than $2.5 million annually.

# THE OPPORTUNITY

- Are you an inspiring leader who is driven to achieve results?
- Are you passionate about the opportunity to help build the country's future leaders?
- Can you leverage your sales, development, or fundraising expertise to grow the base of donors, corporate partnerships, and volunteers?
- Do you enjoy building and developing a passionate and talented development team?
- Would you relish the opportunity to partner with highly committed, mission-driven leaders to improve the lives of thousands of youths?

# WHAT YOU'LL BE DOING

The Vice President, Development is responsible for developing, managing, and executing an effective total financial development program to fund the Council. The position will be responsible for all donor relations including the identification, prospecting, solicitation, and cultivation of donors for all operating, capital, and endowment development appeals. The Vice President, Development will report to the President & CEO and will build and manage a team of development professionals.

## EXPECTATIONS

1. Lead the development of a multi-year, holistic fundraising strategy.
2. Develop high-level contact relationships with key and prospective donors.
3. Cultivate existing and prospective supporters through donor-centered relationships.
4. Demonstrate ability to work within a high-performing team to achieve organizational goals.
5. Consistently achieve monthly, quarterly, and annual fundraising goals.

## SUMMARY OF RESPONSIBILITIES

1. Identify, cultivate, and solicit volunteers and donors to achieve the Council's annual total financial development goals including the annual campaign, special events, grants & foundations, and sponsorships.
2. Develop and implement a plan to diversify operating revenue by raising new dollars annually to fund operational costs of Dan Beard Council, including upgrading donors, aggressive identification and engagement of new corporate partners, grants and foundation requests, and the creation and oversight of Scouting affinity groups to identify and reengage the alumni base.
3. Lead the development and implementation of a comprehensive strategic plan to cultivate capital donations designed to provide innovative programs and modern facilities to better serve and grow membership at the three program properties in metropolitan Cincinnati.
4. Develop and support an endowment emphasis to spread awareness of planned giving, attract and cultivate donors and solicit outright cash gifts and deferred planned gifts to grow the endowment.
5. Recruit, manage, develop, and retain the fundraising team.

## IDEAL CANDIDATE QUALIFICATIONS AND EXPERIENCE

1. An undergraduate degree from an accredited educational institution.
2. Five or more years of successful fundraising experience or relatable sales experience with a proven track-record of identifying, cultivating, and soliciting five and six-figure gifts.
3. Has Identified, developed, and fostered meaningful relationships with individuals from all walks of life and in various environments.
4. Ability to network throughout the community and identify and cultivate individual and corporate major gift prospects.

## IDEAL CANDIDATE QUALIFICATIONS AND EXPERIENCE CONTINUED

5. Tells compelling stories that appeal to donors on an emotional level and illustrates how the donor can help make a difference.
6. Superb written, verbal, and interpersonal skills.
7. Excellent time management skills.
8. Ability to work occasional evenings and weekends.
9. Significant staff leadership experience. Has built high performing teams and gets the best from every member.
10. Brings fiscal management and budget development skills.
11. Demonstrated mastery in the entire Microsoft Office Suite: Word, Excel, and PowerPoint. Experience in Blackbaud CRM is a plus.
12. Certified Fund-Raising Executive (CFRE) designation a plus.

## KEY PERSONAL ATTRIBUTES

1. Passionate about the mission of the Dan Beard Council and Boy Scouts of America.
2. Results oriented. Focuses on key priorities, executes with excellence, and meets or exceeds annual goals. Acts with a sense of urgency, and with results in mind.
3. Critical thinker. Creates a positive direction and motivates others when things do not go according to plan.
4. Creative and innovative. Thinks outside of the box and embraces contemporary approaches to grow the organization.
5. Operates with attention to detail. Organized and able to work with minimal supervision.
6. Takes ownership: proactively identifies and removes barriers to achieving goals and shows the initiative to get things done and exceed goals.
7. Teamwork: willingness to partner and collaborate with others to engage their support and help them succeed. Effectively works across all levels in the organization (from Board members to Scouting volunteers) as well as across all the functions to achieve the Council's development goals.
8. Accountability: holding themselves and others responsible for delivering upon commitments.

## THE PAYOFF

- Collaborate with a talented and passionate leadership team.
- Work closely with an engaged and generous volunteer board comprised of the region's top business and civic leaders.
- See your efforts have a positive impact on youth and families in the Greater Cincinnati region.
- Compensation includes a base salary in the $125K - $150K range plus a performance bonus and a competitive benefits package.

## LEARN MORE & APPLY

This role will work out of the Cincinnati office in the Evendale area with a significant amount of time spent throughout the region meeting with potential donors and corporate partners. The Dan Beard Council will assist with relocation expenses for the successful candidate.

This executive search is being led by **Gerron McKnight** and **Barry Elkus.** Use the contact information below to reach out via email with any questions. Please reference the position title and organization in the email header. **APPLY ONLINE.**

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