



CHIEF DEVELOPMENT OFFICER

CINCINNATI, OH

ABOUT THE ORGANIZATION

The YMCA of Greater Cincinnati (the Y) is a 501(c)(3) nonprofit organization that has been serving the Greater Cincinnati area for over 170 years. With 14 facilities (including 10 branches) and five childcare locations spanning from Southern Ohio to Northern Kentucky, the Y works to ensure that everyone—regardless of ability, age, cultural background, ethnicity, faith, gender identity, ideology, income, national origin, race, or sexual orientation—is treated equitably. The Y facilitates programming including childcare and camps, health and wellness, sports, swimming, teens, seniors, and mental health support. The Y puts Christian principles into practice through programs focused on youth development, social responsibility, and healthy living with access for all.

THE OPPORTUNITY

- Do you want to work for a leading nonprofit committed to strengthening the community through youth development, healthy living, and social responsibility?
- Would you relish the opportunity to shape a comprehensive fundraising strategy for long-term organizational sustainability?
- Can you leverage your development, fundraising, or sales expertise to grow a base of donors?
- Would you enjoy the chance to lead and develop a high-impact development team?



WHAT YOU'LL BE DOING

As a vital member of the Y's strategic leadership team, the Chief Development Officer (CDO) plays a pivotal role in driving fundraising and development initiatives that advance the organization's mission of strengthening communities. This position is responsible for designing and executing comprehensive development strategies that enhance the Y's visibility, impact, and financial resources. Through strategic decision-making and impactful storytelling, this leader inspires stakeholders, staff, and the broader community to invest in the Y's mission, ensuring long-term sustainability and meaningful community impact. Based in the Y's office in the Over-The-Rhine neighborhood of Cincinnati, the CDO reports to the President & CEO and will manage a team of four development professionals.



SUMMARY OF RESPONSIBILITIES

- Direct and administer total operation of the development department, including policy execution, procedure development, staffing, and program evaluation.
- Develop organizational goals and strategic plans for fundraising, including inclusive strategies that engage and reflect the diverse communities the Y serves, balancing long-term direction and short-term requirements in collaboration with the leadership team.
- Develop systems and manage resources, including the financial development budget, needed to carry out the fundraising plans.
- Establish metrics and evaluate the effectiveness of fundraising strategies to ensure alignment with organizational goals and optimize impact.
- Develop processes and actively identify, cultivate, and solicit major gift prospects while building ongoing community partnerships.
- Direct and coordinate capital development, annual campaigns, endowment, and planned giving programs with the leadership team.
- Nurture strong relationships with individual donors (including the Y Board), corporations, foundations, and public funding sources.
- Foster a culture of philanthropy that supports aggressive growth in key areas including government grants and contracts, public funding, contributions, and endowments.
- Engage the board in strategic decision-making and volunteer involvement as the staff liaison to the financial development committee.
- Provide training in fundraising, educating, and motivating individuals on best practices to build capacity across all levels.
- Utilize technology, such as donor management systems/CRMs, digital platforms, and AI to enhance outreach and efficiency in fundraising efforts.
- Create and implement compelling communication strategies that inspire donors, members, participants, and the community to understand the case for supporting the mission.
- Coordinate and direct planning, celebration, kickoff, and evaluation of campaigns and donor recognition events.
- Collaborate with program, marketing, and finance teams to align messaging and ensure proper stewardship of donor funds.
- Develop risk mitigation plans to sustain fundraising efforts during economic uncertainty or crises.
- Design long-term development plans to ensure financial sustainability and diversify revenue streams beyond current funding sources.

IDEAL CANDIDATE QUALIFICATIONS AND EXPERIENCE

- Bachelor's degree in human services, nonprofit management, business, marketing or equivalent required. CFRE and/or master's degree preferred.
- 8+ years of successful business experience including fundraising, participation on nonprofit boards, and community engagement.
- Experience cultivating and growing existing relationships over time, including with C-Suite leaders of area businesses.
- Experience working with national philanthropic foundations a plus.
- Excellent communication skills, both written and verbal; ability to influence and engage a wide range of donors and build long-term relationships.
- Proven ability to build, inspire, and manage a high-performing team.
- A professional and resourceful style; the ability to work independently and collaboratively, to take initiative and to manage multiple tasks and projects at a time.
- Ability to communicate passion for the Y's mission and relate to top community leaders and diverse groups of people from all social and economic segments of the community.

KEY PERSONAL ATTRIBUTES

- Passionate about the mission of the Y and community impact.
- Results oriented, focusing on key priorities and executing with excellence.
- Focused on meeting or exceeding annual goals with innovative, outside-the-box thinking.
- Ability to partner and collaborate with others to cultivate relationships and engage support that will strengthen the Y's capacity to deliver transformative programs and services.
- Dedication to creating a joyful and inclusive environment where employees feel empowered to achieve, relate, and belong mirroring the experience the Y provides to their members and participants.
- Alignment with the Y's values of caring, honesty, respect, and responsibility.

THE PAYOFF

- An opportunity to drive transformative change and make a meaningful impact in the community.
- The opportunity to lead a passionate and motivated development team.
- The ability to shape a comprehensive fundraising strategy for long-term sustainability and collaborate with a committed and innovative leadership team.
- Compensation includes a base salary in the \$120K - \$140K range plus a competitive benefits package.



LEARN MORE & APPLY

This role will be based at the Cincinnati Office in the Over-The-Rhine area with a significant amount of time spent throughout the region meeting potential donors and corporate partners.

To apply please send your resume and a brief cover letter to: **Gerron McKnight** or **Barry Elkus**. [APPLY ONLINE.](#)



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