



VICE PRESIDENT OF DEVELOPMENT

CINCINNATI, OH

ABOUT THE ORGANIZATION

Founded by James N. Gamble of Procter & Gamble in 1924, City Gospel Mission began by helping people who are homeless and hurting break the cycle of poverty and despair one life at a time. The organization engages, equips and empowers those in need with the spiritual, emotional, mental and physical skills and resources to achieve long-term life transformation and self-sufficiency. Its proven programs and services are centered on caring, personal relationships focused on four key service areas: food and shelter, recovery, at-risk youth and job readiness and placement. They collaborate with more than 350 local churches and 2,500 volunteers to annually serve more than 6,800 adults and 3,500 youth.

- **Food/Shelter:** The mission annually serves nearly 110,000 nutritious meals and provide more than 42,000 nights of safe shelter. During the holidays, it provides more than 450 families with Thanksgiving meals.
- **Recovery:** The mission offers men's and women's long-term addiction recovery programs, which include transitional housing and aftercare. Volunteer runners aid those in recovery by training alongside them to comprise the 200-member-strong Flying Pig Marathon team.
- **Jobs:** The mission offers job readiness and placement programs for people who have felonies and limited work histories as well as people who do not. It also provides job readiness services for those who don't need second-chance employment to prepare for success on the job. The Fast Track program helps advanced clients find a job more quickly.
- **Youth:** The mission's tutoring and mentoring program impacts more than 700 at-risk youth at more than 40 sites throughout Greater Cincinnati. It also offers programs involving summer camps, college scholarships, ballet, cycling, Hispanic outreach and more. And they annually help 245 low-income families afford to buy gifts for 840 children at its Christmas Store.

THE OPPORTUNITY

- Are you excited by the opportunity to join a Christian faith-based nonprofit organization that has been empowering people in the community to overcome homelessness for 101 years?
- Are you seeking a hands-on leadership role with a seasoned development team and a well-established donor portfolio?
- Are you passionate about serving the under-resourced and inspired to strategically contribute to the long-term sustainability of an organization dedicated to serving the community?





WHAT YOU'LL BE DOING

Reporting to the President, the Vice President of Development leads fundraising efforts to ensure the organization meets its budget and advances its mission. This role oversees development strategy and donor engagement. This person leads the team that fosters relationships with philanthropic, corporate, community, and individual supporters. The Vice President also directs marketing efforts to engage target audiences and promote the organization's programs, to enhance brand recognition, grow donor loyalty, and support organizational growth.

The person in this role has a team of 12 direct people, including Advancement Directors/Managers, Donor-Data Services Team Leader, Grant-Writer, Communications Director, Marketing Manager, Events Manager and Executive Assistant. These functional sub-areas of Development include: The MAD Team (Major and Middle Donors), Donor Data Services, Marketing (Strategy/Website/Communications/Third Party Vendors), Grant Writing and the Fundraising Events Team.

KEY RESPONSIBILITIES

- Serve as a collaborative member of the CGM Leadership Team to achieve organizational goals and conduct the work in a way that is consistent with the ministry's core values of being (Godly, builders of meaningful Relationships, Compassionate and focused on Positive Transformation for Ourselves and Participants in our Programs).
- Set the vision and strategy for how CGM's does development work. Continually seek new opportunities for revenue and donor cultivation.
- Work with the President to create the fiscal year income forecast and goals for annual campaigns, general fundraising operations and special campaigns. Build and manage the Development fiscal year expenditures budget.
- Collaborate with internal departments to develop a strategic fundraising plan that has the ability to meet giving, marketing, communication, and event execution targets and objectives.
- Nurture a positive organizational culture by partnering closely with HR and leadership; support ongoing employee development through coaching, mentorship, and opportunities for professional growth.
- Manage any suppliers/partners that are utilized to raise funds. Understand and annually evaluate their performances verses goals.



IDEAL CANDIDATE QUALIFICATIONS AND EXPERIENCE

- An experienced nonprofit fundraising leader.
- Holds a bachelor's degree (advanced degree preferred).
- Demonstrated success in team leadership and staff development.
- Proficient with Donor or Customer Relationship Management (CRM) systems (e.g., Raiser's Edge, Salesforce, or Virtuous).
- An effective oral and written communicator with both internal and external audiences.
- Skilled at building strong relationships to advance the organization's mission.

KEY PERSONAL ATTRIBUTES

- A motivated and collaborative leader who adeptly builds relationships to ensure the vitality and health of the organization.
- A person who demonstrates a strong personal faith in Jesus Christ and a passion for helping others grow spiritually, supported by regular prayer, reflection, and community involvement.
- A leader with a personal conviction to serve people of all ethnicities with genuine care and equity.
- An innovative and emotionally intelligent professional who approaches complex work with a growth mindset.

THE PAYOFF

- Collaborate with a talented, enthusiastic, faith-driven team that is positioned for greatness.
- See your efforts transform the lives of individuals and youth in the Greater Cincinnati region.
- Compensation includes a competitive base salary, benefits package, and PTO.



This is an in-person
role Cincinnati, Ohio.

Please visit
Gilman Partners'
website to apply.



Megan Meyer
Executive Search
Consultant

mmeyer@gilmanpartners.com



Ben Smock
Search Consultant

bsmock@gilmanpartners.com



Gilman Partners is committed to strengthening leadership teams and elevating talent in our communities—and that means all qualified applicants will receive consideration. You do not have to meet every qualification in this job description to apply. If you're drawn to the position and believe your experience makes you a good fit, we encourage you to apply.