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# Children’s Home Society of North Carolina

**Vice President for Philanthropy**

**Overview**

The Children’s Home Society of North Carolina seeks an experienced Vice President of Philanthropy to manage and strategically grow its resource development activities. As a member of its executive leadership team, the VPP will lead CHS’s team of dedicated fundraising professionals located in major metropolitan areas across the state. Together, they will advance the philanthropic mission of CHS in support of its nearly $22 million annual budget.

Children’s Home Society has been serving children and families for more than a century, with programs built on its mission to promote the right of every child to a permanent, safe, and loving family. Founded in 1902, CHS has placed more than 15,000 children into loving, adoptive homes. While CHS is perhaps best known for its work related to foster care and adoption, it is much more than a placement agency. Through parent and teen education programs and professional training, it promotes healthy environments to thousands of families, serving more than 20,000 clients each year, with a statewide staff and offices in 10 cities across North Carolina.

Known for innovation in evidenced-based programming, CHS of North Carolina is a national leader in permanency and family strengthening programs. Through its programming, CHS has earned the trust and the investment of some of the nation’s leading charitable foundations and the faithful support of individuals, families, and corporations across North Carolina. Guided by a strategic plan facilitated by the Bridgespan group, CHS is committed to double the number of children it serves in the next four years. It seeks the leadership of a Vice President for Philanthropy who is excited to bring the same bold vision and innovation to its philanthropic programs.

**The Leadership Opportunity**

The Vice President for Philanthropy will have the unique opportunity to bring innovation in fundraising to a thriving organization and a talented philanthropy team. He or she will create and execute a philanthropic vision that will sustain and expand across North Carolina and beyond. The ideal candidate has led a successful and verifiable resource development program and has a record of securing major and planned gifts, especially with individual donors. Duties and responsibilities include:

* **Leadership.** Report directly to the CEO of the Children’s Home Society of NC. Responsible for sustaining a philanthropic spirit and unified sense of purpose among all staff, board members, donors, and other partners. Consult and coordinate with the organization’s board, the regional advisory councils, and the staff in setting strategic fundraising goals and priorities, soliciting gifts and stewarding donors. Ensure that the vision and comprehensive development plan continues to chart a course for CHS’s future and articulate that vision to internal and external constituencies. Ensure the successful implementation of industry best practices in tireless pursuit of continued excellence in all facets of resource development operations.
* **Resource Development.** Create and manage a strategic and comprehensive, well-coordinated and innovative fundraising program that enlarges the donor base and secures renewable support for CHS programs and services**.** Inspire a deeper philanthropic spirit among families served, community leaders, and other partners across the state, expanding the breadth and depth of relationships with current and prospective donors with a concentration on untapped or under developed philanthropic markets. Develop a portfolio of major and planned giving prospects, secure gifts, and steward donors, traveling frequently to meet with donors and prospects and visit programs across the state. Lead the ongoing growth of annual, capital and endowed resources.
* **Marketing and Communications.** Work in partnership with the Director of Marketing, ensuring that development messages appropriately align and support organizational messaging. Develop formal communications and stewardship programs as a part of the comprehensive development plan. Articulate the CHS stories of impact with confidence and first-hand knowledge derived from meaningful interaction with the program team. Master both the statistical, analytical side of the impact story and the emotional side with an ability to share both in a compelling and inspiring way. Maintain strong communications among staff, board members, donors, funders, and collaborative partners on issues important to resource development operations.
* **Staff Development.** Lead a talented 6-member team and maintain a culture of teamwork and accountability throughout the department. Help Executive Leadership team members align his or her skills and purview to promote a culture of philanthropy throughout the organization. Provide opportunities for professional development of staff. Engage all staff in meaningful ways that promote the organization’s philanthropic spirit and success.

**Attributes of our New Leader**

The Vice President for Philanthropy must be committed to the mission and values of Children’s Home Society of NC, and dedicated to creating and stewarding relationships with internal and external constituencies that enable the successful, consistent delivery of the mission. In addition, he or she should possess key attributes, including:

* Proven leadership of a strategic, comprehensive fundraising organization with a track record of soliciting planned and major ($1M and up) outright gifts
* Excellent philanthropic strategist, blending high-level leadership skills with tactical activities
* Ability to articulate, verbally and in writing, a passion for the mission of CHS and the philanthropic opportunity that it provides
* Demonstrable fundraising experience with success in building dynamic relationships with key members of the community and others who can influence individual, foundation, and corporate giving. Must be capable and willing to spend significant time cultivating, soliciting, and stewarding major gifts
* At least 10 years of experience in fundraising, with a successful history of managing and mentoring fundraising staff
* Bachelor’s degree from an accredited institution, master’s in a relevant discipline preferred
* Track record of effectively establishing and maintaining a relationship with a non-profit board of directors
* Goal-oriented and aspirational with a natural inclination to think beyond the immediate
* Collaborator within the philanthropy team, across the organization, and with community partners
* High emotional intelligence with a results-driven bias toward action
* Familiarity with Raisers Edge preferred and a solid understanding of the key role that data serves in creating development strategy

**Application Process**

To apply, upload a cover letter, resume, references, and salary requirements to [armstrongmcguire.com](http://www.armstrongmcguire.com/apply)/apply. Email [shannon@armstrongmcguire.com](mailto:shannon@armstrongmcguire.com) in case of technical problems. No phone calls please.