



### ***Executive Search – Senior Director of Development***

Sterling Search Inc. has been exclusively retained to recruit for the new Senior Director of Development for The Whole Child (TWC) located in Whittier, CA.

#### **ORGANIZATION BACKGROUND**

TWC is a social service non-profit organization established in 1957. Our mission is to help families raise emotionally and physically healthy children and have a place to call home. For nearly 50 years, TWC focused exclusively on the provision of mental health services to children. Through their close work with the community, they began to identify the need for parenting education, which they added to their practice over a decade ago. As the plight of homelessness reached neighbors in their region, it became clear that the community needed Housing services, which TWC added to their services in 2011. Most recently, to combat the epidemic of childhood obesity, TWC incorporated Nutrition Education. Today, TWC offers a seamless array of multidisciplinary services that seek to mitigate some of the most pressing issues face by disadvantaged families in Los Angeles County.

Last fiscal year, the Agency assisted 9,500 individuals, including 3,500 families and 5,700 children and youth in vulnerable areas of Los Angeles County. By addressing the myriad needs of low-income children and families, TWC has steadily expanded its impact in the community, answering to the growing and changing needs of at-risk populations across the region.

Under the inspirational leadership of their new Chief Executive Officer, Constanza Pachon, TWC has grown significantly. During her year and a half tenure, TWC has grown from \$9 million revenue to \$18 million, from 6 to 11 locations and from 88 to 150 employees.

TWC is now embarking on one of the most innovative, and perhaps first of its kind, housing

programs in the region. The Whole Child is seeking to develop 5-acre campus with various housing solutions and supportive services for homeless families. The project will have bridge housing, permanent supportive/low Income and ownership units. This “from homeless to home owner” innovative project will be developed in the City of Santa Fe Springs. The construction of the bridge housing component of the project is valued at approximately \$6.5 million. The Whole Child has secured \$4 million in support from The County of Los Angeles. In addition, a larger building for The Whole Child’s Housing staff members is needed in order to streamline the coordination of services across the region. Therefore, TWC will be seeking an additional \$1.5 million to purchase a building where all Housing staff can work together in a single location. Altogether, The Whole Child’s capital project will cost approximately \$8 million. The Whole Child will be seeking support from government and foundation sources to raise the \$4 million needed to complete the construction of the Santa Fe Springs site, as well as the purchase of a larger building for Housing staff.

### **Funding Partners**

First 5 LA

Los Angeles County Department of Public Health (DPH)

Los Angeles Department of Mental Health (DMH)

Los Angeles Homeless Services Authority (LAHSA)

Community Development Commission County of Los Angeles (CDC)

County of Los Angeles Department of Public Social Services (DPSS)

Los Angeles County Department of Health Services (DHS)

Housing Authority of the County of Los Angeles (HACoLA)

### **SENIOR DIRECTOR OF DEVELOPMENT POSITION OVERVIEW**

To continue building on this momentum of success, one of the key initiatives is to hire a seasoned fundraiser who can build a sustainable, robust fund development program with a heavy focus on an annual fund and major gifts from individuals, corporations and foundations. Most of TWC’s funding comes from government contracts and although they have some private dollars in the form of events, corporations and individuals, now is the time to expand and diversify revenue.

With a seasoned senior leadership team and an impressive Board of Directors, all engaged in this vision of significant growth, The Whole Child is well positioned for even more impact. The Senior Director of Development is a phenomenal opportunity for a seasoned development professional who wants to put their stamp on building a fundraising shop with a highly respected agency and an exciting campaign.

The Senior Director of Development will work with the CEO to create and implement a vision, strategy and plan for fund development. This position will report directly to the CEO, manage a Fund Development Coordinator and work closely with the Communications and Community Engagement Manager, who oversees all public relations and marketing functions. The successful candidate will network across political, corporate, foundation, business, and nonprofit circles to promote The Whole Child and its programs and help to build a constituency of support.

The Senior Director of Development will be one of the chief spokespersons representing the organization to constituencies, both internal and external. She/he will function well in a balanced culture that combines the richness and relevance of programs with the efficacy of best business practices, fiscal accountability, and institutional impact.

The Chief Executive Officer is seeking an innovative and accomplished visionary fund development leader to inspire the board and volunteers for greater success. She/he will know the Los Angeles philanthropic landscape and must possess intellectual horsepower and be naturally persuasive and fair, and value accountability and a team approach.

<https://www.thewholechild.org>

### **Specific Duties and Responsibilities**

- Participate with the CEO, Board of Directors and fundraising staff to lead development strategies associated with TWC and chart the organization's course in fund development.
- Lead the individual giving program and create a strong revenue base while also focusing on a comprehensive fund development plan that identifies prospects and donors, business and community partners, and foundations to enhance the short- and long-term diversified funding base.
- Manage the development and cultivation of a strong Board of Directors together with the CEO and staff.
- Develop a balanced funding mix of donor sources and solicitation programs tailored to the needs of the organization that will enable it to attract, retain, and motivate donors and fundraising volunteers.
- Build out a robust annual giving program.
- Develop and demonstrate strategies for prospecting, cultivating and stewarding a portfolio of individual, foundation and corporate donors (i.e. five, six and seven figure donations) as well as planned gifts to ensure the highest engagement and participation while increasing annual gift levels of giving
- Responsible for fundraising efforts for the Campaign and other programs as assigned.
- Work collaboratively on the annual gala by taking a lead role on gaining new support.
- Lead team meetings and provide regular updates to the CEO and board of directors.
- Assist the Board of Directors to determine accountabilities for Board members and fundraising volunteers and help evaluate performance regularly.

- Develop agendas for fund development meetings and develop an annual calendar to cover all crucial development issues in a timely fashion.
- Ensure that philanthropy and fund development are carried out in keeping with the organization's values, mission, vision and plans.
- Participate in the maintenance of donor and prospect records, gift management systems, and informational reports.
- Assure implementation of acknowledgment, stewardship, and recognition programs, with feedback and necessary check-off systems.
- Execute all other reasonable duties as assigned by the Executive Director or Vice President, Development.

**We are seeking candidates offering the following qualifications:**

- Passion, imagination, vision, leadership, and integrity.
- A demonstrated ability to plan and operate strategically, to build public support, to develop and strengthen fundraising infrastructure, to inspire staff, to develop strong working relationships with Boards of Directors, and to develop effective fundraising programs.
- A minimum of five years of major-gift fundraising experience including direct stewardship of Boards of Directors.
- Demonstrated knowledge of local funding sources, strong relationships with donors, funders and community leaders.
- Significant experience in and a successful track record of growing an annual fund and securing new and increased major gifts.
- A strategic approach to development, with significant experience in cultivating and managing donors.
- A record of quantifiable success in donor segmentation, research, and cultivation.
- Exceptional management, organizational, and financial skills.
- Demonstrated ability to plan, set goals and objectives, organize, and implement to completion.
- A strong interpersonal and communication skill set and demonstrated ability to work effectively with and gain the respect and support of varied and changing constituencies including staff, Board members, existing and potential donors, volunteers, and other key stakeholders.
- A track record as an effective communicator, skilled at writing and public speaking; adept at writing proposals, solicitation letters, donor correspondence, and other types of materials to enhance fundraising.
- Ability to juggle many responsibilities at once, and to operate both independently and with the flexibility to be part of a team.
- Computer literate: working knowledge of Word, PowerPoint, and Excel, and experience with fundraising database software.
- Bachelor's degree required.

The ideal candidate will demonstrate the following capabilities:

- Commitment to the mission and work of the TWC with the credibility and persuasiveness to secure support from others
- An organized individual with strong creative and conceptual skills
- A doer who functions effectively without being autocratic or political; must be a team player who is inclusive, flexible, energetic and fair minded
- A decisive and resourceful individual who will accept responsibility and take charge of results, as well as work successfully with limited resources
- A self-starter who is confident enough to express opinions, to forge ahead when appropriate and hold back when necessary, with a sensitivity to the feelings and opinions of others
- An energetic person who is emotionally mature and dependable; a collegial individual

A competitive compensation package will be offered to attract an outstanding candidate.

Please send resumes to:  
Sterling Search, Inc.



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**Phone: 714-433-7040**

**To apply:** <https://jobs.crelate.com/portal/sterlingsearchinc/job/p51fgbnk79q4hspudq1ny9isnh>

Direct all correspondence, emails and telephone calls to Sterling Search, Inc.  
Any resumes sent or telephone calls made to The Whole Child will be redirected to Sterling Search, Inc.

The Whole Child is an equal employment opportunity employer and no candidate for employment will be rejected on account of race, color, religion, national origin, age, marital status, sex, or physical disability.