Think Together Overview

Think Together was founded in 1997 with the mission to partner with schools to change the odds for kids. Think Together does this by providing whole-child support in four focus areas: Early Learning, Afterschool, Student Support Services, and School Improvement. Through a robust suite of programs and services, Think Together equips students with the tools to succeed from preschool through high school by ensuring they develop the academic and social-emotional skills and knowledge critical for college and career readiness.

Think Together is one of California’s largest education support providers, impacting 200,000 students at 600+ sites through partnerships with 55 districts. Think Together employs over 3,000 staff throughout the state and has an annual operating budget of $100M. Each year, Think Together relies on philanthropic support to offer high-quality programs and educational services essential to closing the longstanding opportunity gap in learning, high school graduation, college acceptance, and career success. Only through donor support is Think Together able to offer specialized education services not fully covered by public funding.

In the fall of 2019, Think Together seized the opportunity to rescue up to 47 afterschool programs serving 7,000 students in the most underserved communities of Los Angeles. These programs were at risk of shutting their doors due to the dire financial circumstances of the program provider, Youth Policy Institute (YPI). With only a few weeks’ notice, Think Together, with the approval of the California Department of Education, was able to assume operational responsibility and provide uninterrupted afterschool programs to students and families who depend on them. With this acquisition, Think Together’s now serves over 18,000 students annually in four regions within Los Angeles. In addition to LA County, Think Together serves more than 36,000 students in San Bernardino and Riverside Counties, including Palm Springs.

Significant funds have been raised from the Los Angeles region from institutional funders. With the addition of this new position, Think Together aspires to grow its donor support from individuals in this region (via Board gifts, special events, annual giving, direct mail) while simultaneously fortifying its LA/Inland Empire-area Board leadership and donor engagement.
Executive Director of Philanthropy, Los Angeles and Southern California Region.

This position will be tasked with spearheading the overarching individual philanthropy program, focusing primarily on Los Angeles County and the Inland Empire. Building an individual giving program that can grow and helping support leaders and board members in these regions are key components of this position.

The Executive Director of Philanthropy will:

• Working closely with the Chief Development Officer, Chief Executive Officer, and Southern California board members, develop and execute strategies to solicit individuals for the Think Giving Circle annual giving club (gifts ranging from $1,000- $50,000 or more), and secure individual support via Think Together’s Raise A Hand annual event and through direct mail.
• Participate in all aspects of the gift cycle—identifying new prospective donors and building a portfolio of annual donors.
• Participate in the identification of board leadership in Los Angeles and work with the existing Orange County board members to plan and implement strategic donor cultivation events for the region. Enlist the support of high-level donors and volunteers to host events and provide new prospect names. Execute planning and develop strategic event programming in consultation with the Chief Development Officer and strategize and coordinate post-event follow-up.
• Provide direction for all individual donor fundraising in the Southern California region and lead statewide strategy for an integrated program.
• Mentor the Senior Director of Philanthropy and the Director of Development Operations in Orange County in individual fundraising strategies and the creation of direct mail appeals and communications.
• Secure generous underwriting and sponsorship gifts from individuals for Think Together’s Annual Spring Event Raise a Hand.
• Assist with foundation relations by identifying donors’ relationships with suitable Southern California foundation prospects and facilitating entrée.
• Write tailored proposals to prospects and existing donors, donor recognition pieces for publications, and other materials as needed.
• Develop methods to convey the impact of gifts and ensure that donors are kept up-to-date on key developments in Think Together’s fast-changing campaigns and priorities.
• Monitor all prospect contacts to ensure positive and purposeful interactions and donor relations.

Financial Targets

On average, Think Together has been raising $4 million annually with approximately $1.1 million of that coming from individual donors. In the first twelve months or so, the Executive Director of Philanthropy will work with the Chief Development Officer, Senior Director of Philanthropy, and Director of Development Operations to increase individual annual giving to approximately $1.5 million, with $250,000 of this raised from the Executive Director of Philanthropy’s direct efforts in LA/Inland Empire. Over time, individual giving goals will continue to increase for the LA/Inland Empire region and across the state.
Reporting Relationships

This position reports directly to the Chief Development Officer, based in Orange County. The Executive Director of Philanthropy will directly supervise the Senior Director of Philanthropy and the Director of Development Operations, both located in Orange County.

Location

The Executive Director of Philanthropy will work from a home-based office in Los Angeles with travel to the Santa Ana headquarters as well as visits to the Inland Empire/Palm Springs region four to six times per month. The position may also require occasional trips to the Silicon Valley and Bay Area offices.

Experience & Personal Traits

• Experience as a frontline fundraiser with demonstrated success in personally designing, cultivating, soliciting, and securing gifts from individuals.
• Must be a highly energetic and entrepreneurial professional with a track record of building productive and lasting donor relationships.
• Curious, motivated, and self-directed.
• Clarity of focus while juggling complex projects and deadlines.
• An inclusive attitude towards staff leadership and team-building.
• Ability to lead, train and inspire staff.
• A working knowledge of the Los Angeles philanthropic community and its leaders.
• Experience with non-profit organizations whose missions focus on Education and Youth Development preferred.

Requirements, Career Path, and Education Background

The ideal candidate has a creative, flexible, entrepreneurial, and innovative approach to work. The ability to represent Think Together with professionalism and strong and engaging communication skills (both written and verbal) are essential. At a minimum, this position requires:
• A Bachelor’s Degree.
• Five to seven years of increasing experience and responsibility in a development or advancement department, including a significant focus on annual giving and individual giving.
• Demonstrable experience in creating and implementing stewardship plans leading to additional philanthropic investments.
• Experience in assessing capacity through prospect research, managing donor relations, and deploying program and senior staff strategically.
• Significant knowledge of the complexities of the Southern California philanthropic sector, with the capacity to direct overarching statewide strategy for individual giving.
In addition to possessing these qualifications, the ideal candidate will be organized, strategic, and collegial. He/she/they must be a self-starter with a sense of urgency and a bias toward execution. Must possess the ability to be flexible and open to new ideas as well as the ability to excel in a fast-paced environment. A sense of humor and a positive attitude are essential.

**Compensation**

The salary for this position is $135,000 to $145,000 plus. Think Together also offers flexible and generous paid time off per calendar year (pro-rated based on hire date), along with health, vision, dental, life, and pet insurance. A 403(b) retirement plan is available.

**Application Process**

Please submit the following to Michelle@MichelleWhitingandAssociates.com:

1. Cover letter: All candidates must submit a thoughtful cover letter that provides qualifications, experience, and past success with individual fundraising in a comprehensive development program and how these qualifications fully intersect with Think Together’s needs for this position
2. Resume/CV
3. Compensation requirements

Please forward with “Executive Director of Philanthropy” as the subject line. All three attachments must be received. Incomplete applications will not be considered. Due to the anticipated volume of applications, only principal, qualified candidates will receive a response. We ask that no emails or phone calls be directed to Think Together.

To learn more about Think Together and this position, please visit the website: **thinktogether.org**

*Think Together is an Equal Employment Opportunity Employer and actively seeks a diverse pool of candidates.*