



**Vice President, Development  
Chapman Partnership**

**Chapman Partnership**

Chapman Partnership is the private-sector partner of the Miami-Dade County Homeless Trust and a leading provider of emergency housing and supportive services for individuals and families experiencing homelessness in South Florida. Through two state-of-the-art Homeless Assistance Centers located in Downtown Miami and Homestead, the organization serves as a primary intake point within the county's Continuum of Care, providing housing and comprehensive services to approximately 850 men, women, and children each night, while supporting additional families through pre-shelter programs.

Chapman serves a diverse range of vulnerable populations including families with children, veterans, survivors of domestic violence, individuals with disabilities, unaccompanied youth, and justice-involved adults. Residents work closely with case managers to develop personalized housing stability plans that guide the services they receive during their stay. With an average length of stay of 70–90 days, Chapman's model focuses on rapid stabilization and long-term independence through employment, housing placement, and access to public benefits.

The organization delivers a holistic, wraparound approach to care, offering on-site medical and dental clinics, childcare and early childhood education, workforce development and job placement programs, family resource centers, and wellness services. Residents are also connected to a network of more than 100 government, nonprofit, and community partners who provide additional resources such as legal services, mental health care, and vocational training.

Through this integrated model—combining emergency housing, supportive services, and strong community partnerships—Chapman Partnership empowers residents with dignity and respect to overcome homelessness and achieve lasting self-sufficiency.

**Our Mission**

Provide comprehensive programs and services in collaboration with others that empower our residents with dignity and respect to overcome homelessness and achieve and maintain long-term self-sufficiency.

Chapman Partnership fulfills this mission through a holistic model that combines emergency housing with integrated services—including healthcare, workforce development, family support, and housing placement—designed to help individuals and families stabilize quickly and build a pathway to independence. The organization's vision is that no one should sleep on the streets of Miami-Dade County, and its work is rooted in the belief that every person deserves dignity, opportunity, and the support necessary to rebuild their lives.

**Our Values**

**Passion:** We are driven by recognizing the dignity of those we serve by supporting their physical, emotional and spiritual health.

**Compassion:** We care for and respect each other and those we serve.

**Teamwork:** We operate on a foundation of cooperation, collaboration and open and effective communication.

**Innovation:** We foster new ideas and creative solutions.

**Results Driven:** We achieve our desired objectives with integrity and accountability

To learn more, visit [Chapman Partnership - Digital Brochure](#)

### **The Opportunity**

**Position:** Vice President, Development

**Location:** Miami – Dade County, FL

**Reporting Relationship:** President & CEO

**Website:** <https://chapmanpartnership.org/>

Chapman Partnership seeks a strategic and relationship-driven Vice President of Development (VP) to lead the organization's philanthropic growth and strengthen its private fundraising efforts.

Reporting to the President & CEO and partnering closely with the Board of Directors, the VP will be responsible for advancing a comprehensive development strategy that expands donor engagement, diversifies revenue streams, and supports the long-term sustainability of the organization's mission.

Chapman operates within a unique funding model in which approximately two-thirds of annual revenue is supported through its partnership with the Miami-Dade Homeless Trust, while the remaining funding is generated through private philanthropy. As Miami's philanthropic landscape continues to evolve—with new wealth, corporate investment, and philanthropic institutions entering the region—the organization sees significant opportunity to broaden its donor base and deepen relationships with both long-standing and emerging supporters.

The next VP of Development will play a key role in strengthening Chapman's fundraising infrastructure and positioning the organization for future growth. Priorities will include expanding major gifts and corporate partnerships, enhance donor stewardship, and develop a longer-term strategic roadmap for private philanthropy. The role also requires a visible external leader who can effectively communicate Chapman's impact and engage donors around the organization's work supporting individuals and families experiencing homelessness in South Florida.

This is an opportunity for a mission-driven development leader to build on Chapman's strong reputation, partner with an engaged board and leadership team, and help shape the next phase of philanthropic growth for one of the region's most respected nonprofit organizations.

### **Summary**

The Vice President of Development is responsible for the strategic direction and execution of all fundraising, donor engagement, and community partnership efforts for Chapman Partnership. Reporting to the President & CEO and working closely with the Board of Directors, this leader will guide the organization's private fundraising strategy and help strengthen Chapman's long-term financial sustainability in support of its mission.

This role requires a highly visible leader who is active in the Miami-Dade community and able to cultivate, inspire, and coach a high-performing development team. The VP will develop and manage all aspects of Chapman's private funding strategy—including major gifts, corporate partnerships, foundation support, grassroots campaigns, fundraising events, and donor stewardship—with a focus on building long-term relationships and sustaining revenue growth.

The Vice President will play a key role in expanding Chapman's donor base and deepening engagement with both long-standing supporters and new philanthropic partners entering the South

Florida community. Success in the role will require strong relationship-building skills, the ability to communicate Chapman's mission and impact effectively, and a strategic approach to identifying new funding opportunities.

In partnership with the CEO, board leadership, and the development committee, the VP will help strengthen the organization's overall fundraising infrastructure, enhance donor cultivation and stewardship practices, and position Chapman Partnership for continued philanthropic growth and community impact. The role also includes mentoring and developing the internal development team while fostering a collaborative, mission-driven culture across the organization.

### **Duties & Responsibilities**

The Vice President of Development will lead a comprehensive fundraising and engagement strategy designed to expand Chapman Partnership's philanthropic impact and ensure long-term financial sustainability. This leader will oversee all aspects of the organization's development function—including major gifts, corporate and foundation partnerships, donor stewardship, events, and community engagement—while working closely with the CEO, Board of Trustees, and senior leadership team. The role requires a strategic and hands-on leader who can cultivate meaningful relationships with donors and partners, strengthen development infrastructure and processes, and mentor a high-performing team, all while serving as a visible ambassador for Chapman Partnership within the Miami-Dade community.

Key duties and responsibilities include:

- Develop and implement a multi-year fundraising and development strategy that aligns with Chapman Partnership's mission and long-term goals.
- Serve as a strategic advisor to the CEO and senior leadership team on all matters related to fundraising, partnerships, and community engagement.
- Partner with the Board of Trustees and Development Committee to identify, cultivate, and secure major donors, corporate partners, and foundation support
- Oversee department budgets, revenue targets, and ROI, ensuring efficient use of resources and consistent financial forecasting.
- Build and maintain systems for tracking donor activity, reporting, and performance metrics.
- Lead all aspects of philanthropic revenue generation, including major gifts, corporate and foundation relations, grants, annual giving, and grassroots campaigns.
- Manage a portfolio of major donors and prospects, ensuring consistent cultivation, solicitation, and stewardship.
- Design and implement donor campaigns that combine community-based giving with high-impact philanthropic initiatives.
- Develop and execute stewardship strategies to strengthen donor retention and re-engagement, ensuring all supporters, past and present, feel valued and appreciated.
- Oversee all major events such as the Annual Illumination Gala, Homeless Trust Bed Race, and other engagement initiatives that build visibility and deepen donor relationships.
- Partner with the CEO and VP of Marketing & Communications to ensure consistent, mission-driven storytelling across all donor touchpoints.
- Build and sustain strong relationships with local business leaders, government officials, civic organizations, and community partners.
- Expand partnerships and connections at the regional and state levels to support long-term growth and advocacy.
- Represent Chapman Partnership in speaking engagements, networking events, and media opportunities that elevate the organization's reputation and reach.
- Lead, mentor, and develop the Development team, fostering a culture of accountability, creativity, and collaboration and trust

- Maintain a consistent and active presence to provide coaching, direction, and cross-departmental alignment.
- Collaborate closely with the Marketing & Communications team to align messaging, donor experiences, and community outreach efforts.
- Partner with program and finance teams to connect donor investment with measurable program impact.
- Promote a culture of philanthropy across the organization—ensuring every employee understands their role in advancing donor relationships and representing Chapman’s mission.
- Performs other related duties as assigned by management.

**The Candidate  
Qualifications**

The ideal candidate will bring extensive experience leading successful fundraising initiatives within mission-driven organizations, along with a demonstrated ability to cultivate major donor relationships and build sustainable philanthropic programs. Chapman Partnership seeks a seasoned development professional who combines strategic vision with proven execution and who brings credibility within the South Florida philanthropic community.

The following qualifications reflect the experience and background expected for success in this role:

- Bachelor’s degree plus ten (10) years of experience in raising funds, awareness and cultivating experience. Master’s degree is a plus.
- Minimum of ten (10) years of experience in the non-profit sector fundraising, building awareness, fostering relationships, running programs, planning events, developing strategies, etc.
- Proven track record of cultivating and securing six- and seven-figure gifts from individuals, corporations, and foundations.
- Established network within Miami-Dade County’s philanthropic, business, and civic communities; state-level relationships are a plus.
- Demonstrated ability to balance external visibility with strong internal leadership and team development.

**Knowledge, Skills, and Abilities**

In addition to relevant professional experience, the Vice President of Development must demonstrate strong leadership capabilities, exceptional relationship-building skills, and the ability to operate effectively in a highly collaborative, mission-driven environment. The successful candidate will possess the strategic insight, communication skills, and operational discipline required to lead a high-performing development function while serving as a trusted ambassador for Chapman Partnership within the community.

Key knowledge, skills, and abilities include:

- Strong Executive Presence and ability to navigate various stakeholders.
- Nonprofit experience and a successful track record in fundraising program management.
- Ability to work collaboratively to ensure strong departmental structure.
- Ability to build and cultivate relationships; internally and externally, i.e., stakeholders, corporations, foundations, philanthropists, and community leaders.
- Knowledgeable in direct mail, planned giving initiative and special events.
- Excellent analytical skills and attention to detail.
- Ability to be professional, flexible, respectful, and calm.
- Ability to maintain confidentiality.
- Excellent oral and written communication skills.
- Collaborative work ethic with strong interpersonal skills.

- Requires a passion for and a commitment to the mission of Chapman Partnership.
- Ability to be professional, flexible, respectful, and calm.
- Ability to work well with others.
- Ability to lead by example.
- Ability to provide effective support and guidance to further develop professionals within the department.
- Exceptional verbal and written communication skills.
- Bilingual in English and Spanish preferred.

## **The Candidate Competencies**

Success in this role requires a leader who can operate effectively at both strategic and operational levels while navigating a complex and relationship-driven environment. The Vice President of Development must demonstrate strong judgment, the ability to influence and inspire diverse stakeholders, and the discipline to translate vision into measurable results.

The following competencies reflect the leadership behaviors and capabilities that will enable the individual to guide Chapman Partnership's development efforts and strengthen its philanthropic impact:

- **Strategic Thinking**--Develops strategies to achieve organizational goals; Understands organization's strengths & weaknesses; Analyzes market and competition; Identifies external threats and opportunities; Adapts strategy to changing conditions.
- **Customer Service**--Manages difficult or emotional customer situations; Responds promptly to customer needs; Solicits customer feedback to improve service; Responds to requests for service and assistance; Meets commitments.
- **Oral Communication**--Speaks clearly and persuasively in positive or negative situations; Listens and gets clarification; Responds well to questions; Demonstrates group presentation skills; Participates in meetings.
- **Teamwork**--Balances team and individual responsibilities; Exhibits objectivity and openness to others' views; Gives and welcomes feedback; Contributes to building a positive team spirit; Puts success of team above own interests; Able to build morale and group commitments to goals and objectives; Supports everyone's efforts to succeed.
- **Visionary Leadership**--Displays passion and optimism; Inspires respect and trust; mobilizes others to fulfill the vision; Provides vision and inspiration to peers and subordinates.
- **Business Acumen**--Understands business implications of decisions; Displays orientation to profitability; Demonstrates knowledge of market and competition; Aligns work with strategic goals.
- **Planning/Organizing**--Prioritizes and plans work activities; Uses time efficiently; Plans for additional resources; Sets goals and objectives; Organizes or schedules other people and their tasks; Develops realistic action plans.
- **Innovation**--Displays original thinking and creativity; Meets challenges with resourcefulness; Generates suggestions for improving work; Develops innovative approaches and ideas; Presents ideas and information in a manner that gets others' attention.

## **Compensation**

Compensation range of \$185,000 - \$200,000 with participation in leadership bonus plan.

## **Application Process**

Interested and qualified candidates are welcome to submit a resume and cover letter to:  
[ChapmanVPDevelopment@kornferry.com](mailto:ChapmanVPDevelopment@kornferry.com)