



Vice President, Advancement
New York, NY



"Truly I tell you, just as you did it to one of the least of these who are members of my family, you did it to me." — Matthew 25:40



Search conducted by
Development Resources, inc.
www.driconsulting.com

The Mission

For over 75 years, Episcopal Relief & Development has served as the compassionate response of the Episcopal Church to human suffering in the world. Originally called the Presiding Bishop's Fund for World Relief, Episcopal Relief & Development was established by The Episcopal Church in 1940 to assist refugees fleeing Europe during World War II. Today, its mission is to provide relief in times of disaster and to promote sustainable development by identifying and addressing the root causes of human suffering. Inspired by the faith and compassion of its Church and local partners, Episcopal Relief & Development offers holistic services that reduce risk and build resilience, saving lives and transforming communities worldwide. All of its international development programs mobilize local resources and expertise in order to build sustainable, community-led programs that address poverty, hunger, and disease. With programs in almost 40 countries, Episcopal Relief & Development reaches nearly 3 million people around the world.

Episcopal Relief & Development works in four core program areas to create lasting solutions that strength communities and respect the dignity of every human being:

Alleviating Hunger

More than 10 million children under the age of 5 die from malnutrition and hunger-related causes every year. In underserved areas of the world, Episcopal Relief & Development enables people to live healthy and productive lives by working with community members to expand the availability of and access to food.



Creating Economic Opportunity

Millions of people around the world lack access to strong financial markets and services. Utilizing micro-finance programs and collaborating with Church partners and local organizations, Episcopal Relief & Development empowers individuals and families to develop small businesses to strengthen communities.

Promoting Health

Episcopal Relief & Development links communities to health services by sponsoring local and mobile clinics and training health workers to educate their own communities about disease prevention, creating long-term, self-sustaining strategies to improve health and ensure child survival.

Responding to Disasters

Natural disasters and civil unrest devastate the hard work of international development and claim millions of lives every year. Episcopal Relief & Development provides life-saving assistance in the immediate aftermath of disasters and after crises have passed, helping communities rebuild and recover.



Search conducted by
Development Resources, inc.
www.driconsulting.com

Sustainable Community Development

Under the leadership of President Robert W. Radtke, Episcopal Relief & Development has marshaled widespread support for its mission and significantly expanded its scope of operations. In 2004, Episcopal Relief & Development had approximately 15 employees serving 20 countries and conducting programs on an \$8M budget. Today, its 50 staff members work in 40 countries with a budget of about \$23M. Building on this growth, the Board of Trustees has adopted a 5-year strategic plan that identifies three key priorities for the organization: Early Childhood Development, Gender-based Violence, and Resilience and Climate Change. The Vice President, Advancement will play a critical role in building support for this strategic direction.

Asset-Based Community Development

Episcopal Relief & Development will address its strategic priorities through the approach of Asset-Based Community Development. This method, adopted in 2012, recognizes that local communities best understand the problems they face and marshals the gifts and talents of community members in order to facilitate workable solutions rather than to impose “one-size-fits all” dictates. Episcopal Relief & Development engages a broad base of donors to support the resulting range of programs.

The Fundraising Program

Fundraising at Episcopal Relief & Development is fully integrated into its programmatic work. The Senior Vice President, Programs oversees a Resource Mobilization team raising institutional funds from prominent foundations, from the Gates Foundation to the Against Malaria Foundation.

Complementing the Resource Mobilization efforts is a comprehensive individual giving program that the Vice President, Advancement will lead. The program includes direct mail and online giving initiatives that generate \$11M annually, as well as major gifts donated largely by members of the Episcopal Church community. The Vice President, Advancement will lead efforts to expand Episcopal Relief & Development’s major donor base.



Search conducted by
Development Resources, inc.
www.driconsulting.com

Faith In Action

Episcopal Relief & Development and its partner, the Zambia Anglican Council, launched an integrated early childhood development program in 2012 for families affected by HIV/AIDS.



Currently serving 8,000 children under five and their parents or primary caregivers, the program was started with a \$350,000, two-year grant from The Conrad N. Hilton Foundation as part of its Children Affected by HIV and AIDS initiative. Based on early signs of success, Episcopal Relief & Development has now been awarded a three-year, \$1 million grant from the Foundation to strengthen the program and expand it to other rural areas of Zambia during 2014-2016. The Hilton Foundation grants are matched 1:1 by Episcopal Relief & Development with other funds.

The early childhood development program has 4 pillars:

- Care and Development fosters parenting skills and provides psychosocial counseling
- Nutrition and Education supports childhood growth
- Health and Sanitation monitors growth and provides clean water
- Economic Strengthening provides small business training and support



The Opportunity

Episcopal Relief & Development is seeking a Vice President, Advancement to develop and implement strategies and operational plans that expand, support, and advance the organization's priorities over the next five years. Reporting to the Chief Operating Officer, the Vice President, Advancement will be responsible for overseeing all aspects of a comprehensive individual giving program, including direct mail, online giving, major and planned giving, and campaign gifts. Taking a lead role in the identification, cultivation, solicitation, and stewardship of major donors, the Vice President will work closely with Episcopal Relief & Development's President and will personally manage a major donor profile. The Vice President, Advancement's specific responsibilities include:

Fundraising Program

- ❖ Working with the President, Chief Operating Officer, and outside consultants, analyze the fundraising potential of Episcopal Relief & Development and create a plan to expand the individual donor base both within and outside the Episcopal Church donor community.
- ❖ Oversee the development and implementation of an integrated moves management process that increases all donors' giving levels, turns annual into major donors, and maximizes donor support.
- ❖ Design and carry out a significant expansion of private donations to grow core program and operating support by 40% over the next five years.
- ❖ Oversee the effective execution of Episcopal Relief & Development's fundraising strategy by cultivating and soliciting individual major gifts and supervising the direct mail program.
- ❖ Direct the identification, cultivation, and solicitation of volunteer leadership to increase and deepen their financial support and broader engagement.
- ❖ Expand the reach of Episcopal Relief & Development's advancement programs by overseeing the development of digital fundraising strategies and campaigns.
- ❖ Take a lead role in Church-wide campaigns to support specific programs or priorities.

Team and Staff Leadership

- ❖ In conjunction with the President, Chief Operating Officer, and current and former Board members, participate in the identification and recruitment of additional Board leadership.
- ❖ Engage, train, and guide Board members to secure their active participation and personal involvement in Episcopal Relief & Development's advancement activities, providing fundraising training to Board members and other senior staff as needed.
- ❖ Identify and pursue opportunities to leverage the President, Board members, program staff, and other stakeholders, including clergy, in the cultivation of donors and volunteers to increase support for Episcopal Relief & Development.
- ❖ Coordinate and create a close collaborative relationship with Episcopal Relief & Development's institutional giving program to maximize foundation, corporate, and individual support and to ensure that the organization meets its revenue goals.
- ❖ Motivate, manage, and mentor an eight-member advancement team, including a Director of Donor Services; 2 Major Gift Officers for the Eastern and Western regions of the U.S.; Senior Manager of Direct Response Marketing; Database Manager; Database Coordinator; Donor Services Associate; and Monthly Giving & Donor Relations Assistant.



Search conducted by
Development Resources, inc.
www.driconsulting.com

The Candidate

Episcopal Relief & Development embodies five core values that inspire all of its actions : Faith, Dignity, Relationship, Leadership, and Excellence. The ideal Vice President, Advancement will embody these core values in his or her own work and will understand how to apply these values to create an effective advancement program capable of collaborative innovations that facilitate Episcopal Relief & Development's growth. The Vice President will have a strong record of individual donor cultivation and stewardship at all levels and will be comfortable leading and engaging volunteers and supporters in an integrated program of annual, major, and campaign giving. The Vice President, Advancement's specific qualifications will include:

Skills and Experience:

- ❖ Minimum of 7 years of experience in a comprehensive individual giving program, including, direct mail, online giving, major giving, planned giving, and campaigns.
- ❖ Record of setting and meeting ambitious growth goals to expand an organization's supporters and increase revenue.
- ❖ Familiarity with broad set of best practices of donor portfolio management, including identification, cultivation, and stewardship.
- ❖ Ability to marshal best practices, ingenuity, and entrepreneurial skills in order to develop a full set of approaches to the expansion of a donor base.
- ❖ Track record of personally securing 6- and 7-figure major gifts.
- ❖ Successful experience with segmented direct marketing campaigns, including message development, vendor management, and/or tracking and analysis.
- ❖ Evidence of the ability to lead an effective fundraising team to achieve measurably increased performance.
- ❖ Experience working closely with senior leaders and Board members and demonstrated ability to facilitate, guide, and encourage their engagement in the fundraising process; familiarity with Board recruitment processes is useful.
- ❖ Prior experience in a national organization centered on relief or development is preferred.
- ❖ Bachelor's degree in any discipline.

Personal Characteristics and Work Style:

- ❖ Commitment to Episcopal Relief & Development's core values and an ability to model them in relationships with colleagues and partners.
- ❖ Comfort working in a faith-based environment; experience with the Episcopal Church is useful.
- ❖ Warm and personable demeanor, with the ability to inspire and motivate others to actively engage in a compassionate response against poverty, hunger, and disease.
- ❖ Ability to work effectively within a non-partisan relief organization.
- ❖ Exceptional organizational skills and judgment necessary to manage multiple competing priorities and long-term projects.



Search conducted by
Development Resources, inc.
www.driconsulting.com

To Apply



**Episcopal
Relief & Development**

Healing a hurting world

**Vice President, Advancement
New York City, NY**

Questions, résumés, and CVs should be sent
to search@driconsulting.com

All first round interviews for this position will take place at Development Resources, *inc.* at 1820 N. Fort Myer Drive, Suite 700, Arlington, VA 22209, (703) 294-6684, or via telephone/video conference.

DRi is an executive search and development consulting firm that recruits high-level leaders and works with them to build bold strategic plans and powerful fundraising programs.

Episcopal Relief & Development is an Equal Opportunity Employer and is seeking a diverse slate of qualified candidates for formal consideration.



Search conducted by
Development Resources, *inc.*
www.driconsulting.com