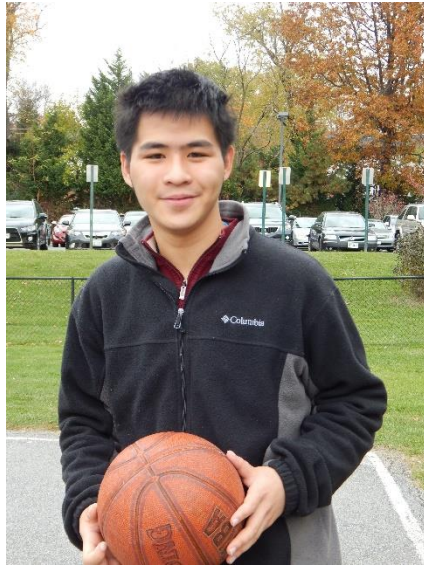




Chief Development Officer  
Rockville, MD



*Leading the way in education, training, and outreach  
for people with autism and special needs*



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## About Ivymount Corporation

Ivymount has spent more than 55 years creating nationally recognized programs and partnerships for people with autism and special needs as well as their families. The goal in all of Ivymount’s programs is to help children, students, and young adults achieve their highest level of development and independence. In addition to offering its own education and outreach programs, Ivymount forms partnerships with other organizations and researchers to ensure that its innovative and intensive approach is widely disseminated across the larger field of special education and support services.

### The Expansion of Ivymount’s Influence

Ivymount was founded in 1961 as a MD-based school providing services to students whose complex learning, therapeutic, and behavioral needs could not be met in public school systems. Since its founding, the School has served over 8,000 students aged 4-21. Graduates transition to continuing educational opportunities, employment, and adult life.

Over the last 12 years, Ivymount has launched three new initiatives that together provide comprehensive local services and powerfully influence national standards.



In 2004, Ivymount Outreach Programs began to bridge the gap between the classroom and home, both for students at Ivymount and in the greater community, with programs that foster self-awareness and expression, connectedness, and community engagement. The same year, the Maddux School opened, serving students aged 4 to 8 who can—with a blend of individual programming, support, and parental guidance—move to their local school systems or to private schools. In 2012, Ivymount expanded further when it was invited into a public-private partnership to re-open the historic Thaddeus Stevens Elementary School as a DC school for students with autism. In 2013, the Ivymount Corporation was established as the non-profit parent company of all Ivymount programs.

Ivymount’s success has attracted the attention of major research and program partners who are helping to promote the school as a national model.



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Ivymount’s Conversation Club curriculum, a new approach to teaching conversational

skills to children with social cognition disorders, was recently featured in the journal *Language, Speech, and Hearing Services in Schools* in a piece that was widely shared on social media.



Ivymount’s *Social Cognition Instructional Package (Ivy SCIP)*, a tool to evaluate social and emotional learning needs of elementary students, was recently recognized by the White House as the “next generation of assessments in education.”



Ivymount has worked with the Kennedy Center and Smithsonian Institution to create sensory-friendly programs that better serve children with autism at museums, theaters, and other public institutions.

## The Development Program

The initiatives encompassed in the Ivymount Corporation are supported by a mix of both public and private funding. The Ivymount School, approved by the Maryland State Department of Education as a non-public special education school, receives tuition paid by local school systems throughout the greater Washington DC area who refer students. The Maddux School is licensed by the Maryland State Department of Education as a regular education, private pay Early Intervention program. Ivymount Outreach and Endeavors are private pay programs that extend to the broader community outside of Ivymount. Ivymount at the Thaddeus Stevens School is a public/private partnership in Washington, DC. These initiatives are supported organizations of Ivymount, Inc. The Ivymount Foundation was established in 2004 as an independent corporation to supplement state income and secure funds to advance the discovery and delivery of continued programmatic innovation regionally and beyond.



## Record-Setting Success

Ivymount's development department has grown alongside its academic and outreach programs to raise an average of \$750,000 annually. Both the Ivymount and Maddux annual funds met increased revenue goals in 2015/16 that totaled approximately \$260,000. Special events for all Ivymount initiatives continued to grow, as well. The Ivymount Auction, held every other year, generated \$270K in 2014, while the Maddux School's main event more than tripled its yield in 2015 and the Ivymount Outreach Race also increased its revenue. In addition to its annual fund and special events, Ivymount has a robust grants program that grew 35% in 2015. Donor outreach has been supported by new communications resources including a new website rolled out in 2016.



## Planned Growth

To capitalize on its heightened visibility and to make new services and standards possible, Ivymount is pursuing a deliberate effort to sustainably expand its fundraising initiatives over the next 5 years. The new Chief Development Officer role will play a key role in this process, evaluating and establishing a strategy to significantly expand individual major gifts while fostering the development of an effective and efficient integrated fundraising program in a complex organization. Ivymount recently completed an analysis of its donor base to lay the foundation for this important work.



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# The Chief Development Officer Opportunity

The Chief Development Officer serves as the primary strategic architect of a comprehensive development program that will advance Ivymount Corporation's mission and goals. Reporting to the CEO, the CDO will develop and lead the implementation of a plan to gradually increase revenue to \$5M over the next 5 years. The CDO will play a direct and primary role in engaging Corporate and Foundation Board members and in cultivating, soliciting, and stewarding Ivymount's highest-level prospects and donors while also providing expert oversight for the department's strategic and tactical functioning. The Chief Development Officer's specific responsibilities include:

## Fundraising Program Design

- ❖ Oversee the design and integrated functioning of a comprehensive development program that includes annual giving, major and planned giving, corporate support, and foundation grants.
- ❖ Supervise and partner with the Director of Development and Communications and work to build, motivate, and lead a staff that currently includes four full-time and one part-time members; facilitate formal and informal training and professional development opportunities as needed.
- ❖ Establish and monitor key metrics to make forecasts and evaluate ongoing performance, ensuring the department will meet and exceed annual fundraising goals.
- ❖ Write and manage department budgets in collaboration with the Director of Development and Communications.

## Leadership and Board Engagement

- ❖ Serve as a member of the Corporate Leadership Team, providing expert guidance in integrating fundraising opportunities and strategic goals.
- ❖ Serve as the development department's primary liaison to each of Ivymount's Boards of Directors, engaging members in the fundraising process, overseeing ongoing training, and supporting and managing their philanthropic activities.
- ❖ Develop a plan to leverage the Chief Executive Officer, Boards of Directors, Ivymount Foundation, and senior staff in the identification, qualification, and cultivation of strategic, high-value prospects, ensuring that all participants understand their roles and are fully briefed for meetings with prospects and donors.

## Donor Pipeline Management

- ❖ Proactively seek and identify opportunities to enhance relationships with philanthropic, community, and political leaders.
- ❖ Play a lead role in cultivating and soliciting major donors and in deepening their engagement with Ivymount Corporation.
- ❖ Represent and market Ivymount's programs with confidence, clarity, and a compelling presentation of programmatic goals.
- ❖ Provide oversight for the management of a robust pipeline of grant proposals, including working with grant writers to prepare personalized proposals for prospects.



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## The Candidate

The Chief Development Officer should be an experienced and mature fundraiser with expertise in individual and corporate major gifts and a strong knowledge of the Washington, D.C. philanthropic landscape. The successful candidate will have a record of building trusting partnerships with executive leaders and trustees; of being a respected, compelling, and dependable representative to constituents and stakeholders; and of being a supportive and knowledgeable guide to staff. S/he will have used all of these skills to lead a high-performing development program that achieved sustainable growth and contributed positively to a non-profit mission.

### Experience and Skills

- ❖ 10 to 15 years of progressively responsible fundraising experience, including at least 7 years in a frontline fundraising role soliciting major gifts and grants.
- ❖ Demonstrated ability to set and monitor the strategic direction of a complex development program and to ensure its alignment with organizational goals.
- ❖ Track record of personally securing 5- and 6-figure gifts from all constituencies.
- ❖ Successful experience building long-term relationships with corporate and foundation donors and of soliciting and closing large sponsorships and grants.
- ❖ Demonstrated ability to design and execute a moves management process that expands a donor base and builds a major donor pipeline.
- ❖ Ability to effectively utilize database systems within a data-driven and evidence-based organization.
- ❖ Experience establishing strong relationships with executive leaders and volunteer Boards/committees and of leveraging them effectively in the fundraising process.
- ❖ Prior experience in a campaign—including volunteer management—is desirable.
- ❖ Familiarity with the philanthropic community of the greater D.C. metropolitan region.
- ❖ Bachelor's degree is required.

### Personal Characteristics and Work Style

- ❖ Excellent written and spoken communication skills, including the ability to articulate complex messages to a diverse constituency.
- ❖ Polished, professional personal presentation with superior interpersonal skills.
- ❖ Stature to work as a peer alongside widely recognized educators and researchers.
- ❖ Facility building relationships in and navigating complex organizational structures.
- ❖ Deep-seated respect for the dignity and potential of all students in a special education environment.
- ❖ Impeccable confidentiality in dealing with records of students and their families as well as donors.
- ❖ Ability to work nights and weekends as dictated by development activities.



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# To Apply



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Rockville, MD

Questions, résumés, and CVs should be sent to  
[search@driconsulting.com](mailto:search@driconsulting.com)

All first-round interviews for this position will take place at Development Resources, *inc.* at 1820 N. Fort Myer Drive, Suite 702, Arlington, VA 22209, (703) 294-6684, or via telephone/video conference.

DRi is an executive search and strategic consulting firm that places nonprofit leaders and works side-by-side with them to develop bold strategic plans, design powerful fundraising programs, and build talented staffs.

Ivymount Corporation is an Equal Opportunity Employer and is seeking a diverse slate of qualified candidates for formal consideration.



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