



## Vice President of Philanthropy Las Vegas, NV



*Helping people with disabilities  
realize their dreams*



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# The Mission

Opportunity Village was founded in 1954 by a small group of dedicated and loving families who sought to improve the lives of their children with intellectual disabilities. From those humble origins, Opportunity Village has grown to become Nevada's largest private, not-for-profit community habilitation program and one of the most recognized and respected program in the United States. Opportunity Village provides a comprehensive set of programs that every year give more than 3,000 people with all levels of disabilities the chance to find new friends, realize career paths, and unleash creative passions. More than a charity, Opportunity Village is a hub that fully integrates people with disabilities and their families into their local communities, demonstrating that this integration is in the interest of all.

## Pride, Purpose, and a Paycheck

The unemployment rate for people with disabilities regularly exceeds 60%. Opportunity Village operates a range of programs that offer people the chance to learn job skills, find employment, earn a paycheck, and pursue more integrated lives. Clark County School District students complete the [Job Discovery Program](#) to gain access to competitive employment; teens and adults learn and work at four [Employment Resource Centers](#) that house Opportunity Village-operated businesses meeting critical business needs; and those who are ready to move from center-based to community-based jobs do so through the training program [Pathway to Work](#).



## Art and Recreation

All people need opportunities for creative expression and physical activity. Opportunity Village offers progressive programs that ensure no one lacks these opportunities. In addition to training in music, dance, theater, and multi-media visual art, the [Fine and Performing Arts](#) program and [New Opportunities for Visionary Arts \(NOVA\)](#) offer artists platforms for collaborative art-making and space to market their paintings, accessories, and other works to the community for sale.

## Intensive Support Programs

Adults with more severe intellectual, physical, and behavioral challenges have opportunities to thrive at Opportunity Village. [Enable](#) provides training and volunteer opportunities that engage people in local community institutions, such as the award-winning food bank Three Square and the Las Vegas Rescue Mission homeless shelter. [PRIDE](#) (or People's Right to Independence, Dignity, and Equality) serves individuals who require 24-hour care and supervision, helping them learn new ways to communicate and facilitating their regular participation in all their communities have to offer.



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# The Development Program

Opportunity Village has grown significantly over its 60-year history. Today, it is marshalling that growth to set the course for its next 60 years. Opportunity Village has undertaken an organization-wide effort to adopt state-of-the-art systems and strategies designed to foster the fullest possible integration of people with disabilities into their local communities. With significant support from the people of Southern Nevada, Opportunity Village's accomplishments have earned local, national, and world-wide recognition. To support the next phase of its growth, Opportunity Village is committed to building a world-class development program befitting its reputation for compassion, innovation, and community-wide engagement.

## Community-Wide Events

Opportunity Village stages an ambitious set of annual events that has attracted widespread notice. Its 10-person event team has created what Expedia and MSN have named one of the best reasons to visit Las Vegas : the Magical Forest, a winter wonderland with millions of sparkling lights, nightly entertainment, great food, and endless holiday cheer. Its 12<sup>th</sup> Annual Great Santa Run attracted more than 8,000 adults, children, and pets clad in Santa suits to support Opportunity Village and the people it serves.



## Corporate Partnerships

In addition to its service contracts with local businesses, Opportunity Village enjoys strong fundraising relationships with local organizations, who coordinate volunteer opportunities and make significant gifts.

## Capital Campaign

Opportunity Village recently secured 2 significant leadership gifts toward a planned capital campaign. The new Vice President of Philanthropy will play a critical role in the campaign's design and execution and will leverage its success to launch a comprehensive, sustainable major gifts program.

**Opportunity Village is not just a charity: its participants provide top-line services that meet local business needs:**

- ❖ Opportunity Village was the official manufacturer of Elvis' scarves and the ribbons for "hound dog" trinkets of the King's Las Vegas stay.
- ❖ Individuals in the Cookie Crafters division bake 5,000 cookies a day that are bought by local resorts and businesses for employee dining rooms and buffets.
- ❖ The Paper Pros division shreds over 12 tons of paper and scans 75,000 documents every day for corporations, federal agencies, hospitals, banks, attorneys, and the gaming industry.
- ❖ Opportunity Village serve nearly 300,000 meals annually to troops at Nellis Air Force Base.
- ❖ Opportunity Village has been named "Las Vegas' Best Nonprofit Organization" in the *Las Vegas Review-Journal's* Best of Las Vegas Awards.



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# The Opportunity

Opportunity Village is seeking a Vice President of Philanthropy to develop and implement strategies to launch Opportunity Village on the next phase of its growth. Reporting to the Chief Executive Officer, the Vice President of Philanthropy leads a talented team of more than 20 in the design and execution of all aspects of a comprehensive \$6M philanthropic program, including special events, annual and major gifts, corporate partnerships, and capital campaigns. As Opportunity Village's chief fundraiser, the Vice President embodies the organization's model of servant-leadership and takes a highly engaged role both in designing the expansion of the fundraising program and in managing its relationships with key stakeholders, including Board members, donors, and celebrity and corporate partners. Specific responsibilities include:

## Program Strategy and Design

- ❖ Evaluate the fundraising potential of Opportunity Village and create short- and long-term plans that align the philanthropic program with the organization's mission, vision, core values, and strategic goals.
- ❖ Create a plan to expand the major donor pipeline both within and outside the Las Vegas community, increase private donations, and ensure a balanced mix of donor sources.
- ❖ Provide strategic guidance and oversight for a highly visible set of development initiatives, including internationally recognized events, a wide array of government and foundation grants, and relationships with high-profile individual and corporate donors.
- ❖ Lead the design and adoption of systems, policies, and best practices to support innovative fundraising, including prospect research, moves management, gift processing, and donor recognition systems.
- ❖ Take a leadership role in the design and execution of a near-term capital campaign, including the goal, case for support, gift tables, giving vehicles, and volunteer structure.

## Portfolio Management and Stakeholder Engagement

- ❖ Oversee the development of creative cultivation, solicitation, and stewardship strategies tailored to align donors with organizational priorities.
- ❖ Personally cultivate, solicit, and steward a portfolio of principal donor prospects qualified for \$50M+ gifts and take a lead role in identifying and cultivating prospects for Opportunity Village's legacy program.
- ❖ Develop and execute a plan to leverage the CEO, Board members, and high-profile partners in the cultivation of donors and volunteers in order to deepen and broaden engagement and support.
- ❖ Provide training and guidance to Board members, volunteers, and staff to support their active participation and personal involvement in Opportunity Village's philanthropic activities.

## Team Leadership and Program Evaluation

- ❖ Motivate, manage, and mentor a 20-person team of major gift, grant writing, and special event staff.
- ❖ Design appropriate performance metrics, monitor results, and provide feedback, ensuring staff have ample opportunities for professional growth and that Opportunity Village achieves its revenue goals.
- ❖ Lead the development of fully integrated approaches to pipeline development across all of Opportunity Village's fundraising teams and ensure that systems are adequately designed to support that integration.
- ❖ Deliver cost-effective fundraising programs that balance economy, quality, and return on investment.



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# The Candidate

Opportunity Village is committed to fostering a sense of pride and purpose among people with disabilities. The ideal Vice President of Philanthropy will embody that same sense of pride and purpose in his or her own philanthropic work. With a strong understanding of the hallmarks of a world-class development program, s/he will be comfortable leading a large and diverse staff and community in the integrated execution of a comprehensive range of philanthropic initiatives. The Vice President will have a particularly strong record of major donor cultivation and stewardship at all levels and of leading and engaging volunteers and supporters in a major gift program. The Vice President of Philanthropy's specific qualifications include:

## Background

- ❖ 10+ years of leadership-level experience within the development program of a non-profit organization.
- ❖ Some knowledge of and experience in Las Vegas donor communities is desirable.

## Knowledge and Accomplishments

- ❖ Successful experience working with individual donors and personally securing 6- and 7-figure gifts.
- ❖ Demonstrated ability to work closely with senior leaders and Board members and to facilitate, guide, and encourage their engagement in the fundraising process.
- ❖ Record of setting and meeting ambitious growth goals in both major gift programs and campaigns.
- ❖ Prior experience leading an effective fundraising team to measurably increase performance.
- ❖ Familiarity with broad set of best practices of donor portfolio management, including identification, cultivation, and stewardship; demonstrated 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.
- ❖ Prior oversight of signature special events, preferably in a multi-campus development program.
- ❖ Understanding of the principles of comprehensive development programs, including individual, corporate, foundation, and government donors.
- ❖ Bachelor's degree in any discipline.

## Personal Characteristics and Work Style

- ❖ Commitment to Opportunity Village's mission and core values and an ability to model them in relationships with colleagues and partners.
- ❖ Highest-level communication skills, including the ability to adapt communication styles to engage parents, donors, corporate partners, and people with disabilities.
- ❖ Warm and personable demeanor that sets others at ease and builds trust.
- ❖ Exceptional organizational skills and judgment necessary to manage multiple competing priorities and long-term projects.
- ❖ Ability to work comfortably on a collaborative executive team that embraces a model of servant-leadership.



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# To Apply



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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 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.

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



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