



More than a Chance, A Change

Vice President of Development

Nashville, TN

ABOUT DISMAS, INC.

HOW IT WORKS

For the formerly incarcerated, having a place to stay in a supportive environment is the first step toward successful re-entry to society. Having a home, and not just a house, can make all the difference.

Upon their release, offenders who have been carefully screened, live at Dismas House as they transition back into the community. They find a safe haven and a family-like atmosphere amid college students, staff and many volunteers who become part of their daily lives. Typically, residents live for 4-6 months in Dismas House, which is built on a framework of support, self-sufficiency, and personal accountability. Professional caseworkers help to match them with resources to meet each person's unique needs. For their part, residents stay for a minimum of 90 days, uphold positive standards of living, participate in a holistic programming model, are active members of the household and broader community, and pay a modest program fee. They leave with a stable income, a supportive network of friends, a greater sense of self-worth, a fresh chance and real hope for the future. In this way, Dismas House combines a mission of caring with a unique form of crime prevention. It works.

POSITION SUMMARY

Working from the Nashville headquarters and reporting to the CEO, the incoming Vice President of Development is responsible for creating and executing the annual revenue plan for fundraising activities including cultivating and closing major gifts, stewardship of all donations, overseeing grant-writing efforts, and partnering with the CEO on fundraising efforts. The Vice President of Development also works as part of a revenue team that includes corporate partnerships, events and membership. The VP will also support the development activities in association with the Board of Directors and ultimately expand a successful program to build upon the financial resources necessary to further enhance the organization's worldwide brand.

PRIMARY RESPONSIBILITIES

- Successfully develop and execute a personal department goal in excess of \$1MM of the organization's \$2.5MM annual budget
- Serve as a strategic partner and a member of the executive leadership team on a range of fundraising initiatives and programs including strategy development, donor cultivation, and donor events
- Oversee the organization's development department and direct all of the fundraising activities, including identifying funding opportunities from foundations, corporations, and public sources, prospecting individual and major donors, and implementing targeted strategies for each opportunity
- Develop donor relation strategies and stewardship to cultivate new corporate and foundation gifts
- Create and maintain a consistent and methodical system for timely cultivation, stewardship, and fulfillment of campaign donor recognition for annual individual donors
- Work in conjunction with Board of Directors on fundraising initiatives
- Develop and manage annual departmental budget and track expenses
- Develop, communicate and implement goals and objectives
- Ensure fiduciary responsibility, compliance, sound financial management and financial accountability for contributions, income and all other assets



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DESIRED BACKGROUND AND PERSONAL ATTRIBUTES

- Bachelor's Degree required; Masters preferred.
- Proven track record of fundraising with a minimum of seven years and progressively responsible leadership.
- Experience working with volunteers, volunteer leadership, and program staff.
- Must possess a high level of integrity with a proven ability to establish trust-based relationships regarding ongoing, mutually beneficial partnerships.
- Able to work autonomously while achieving high impact results.
- Propensity to work with high energy, a high degree of initiative and from a positive perspective while maintaining flexibility and attention to detail.
- An ability to work effectively as part of a team and an interest in building a strong organizational culture.
- Excel in organizational leadership abilities, including increasing efficiencies around systems, procedures, and protocols.
- Be versatile in interacting and communicating effectively with everyone from a returning citizens to a potential donor in the C-suite.
- Outstanding public presentation skills and a capacity to communicate effectively to the press, board, committees, staff, volunteers, and the public in a concise, focused, and convincing manner.

COMPENSATION

Compensation for the Vice President of Development includes a competitive nonprofit base salary commensurate with experience, a performance-based incentive package and a package of employee and health benefits.

Dismas, Inc. is an equal opportunity employer and strongly encourages applications from people of color, persons with disabilities, women, and LGBT applicants.