

YMCA of Metropolitan Washington

# Chief Development Officer



# About YMCA of Metropolitan Washington

The YMCA of Metropolitan Washington, a dynamic and vital organization, is one of the largest preschool, afterschool, and camp providers serving families in Washington, D.C., suburban Maryland, and northern Virginia. Every year, we provide opportunities in wellness, aquatics, youth sports, overnight camp, and more for over 250,000 people through our 16 branches and program centers.

Through a wide array of programs designed to promote overall health and well-being, the Y empowers individuals of all ages to lead healthier, more fulfilling lives. From fitness classes and wellness workshops to nutrition education and chronic disease prevention, the Y offers a comprehensive approach to nurturing the mind, body, and spirit.

In addition to its dedication to health, the YMCA of Metropolitan Washington is a champion for education. By providing high-quality childcare, after-school programs, and summer camps, the Y supports the academic, social, and emotional development of children and teens throughout the region. These programs not only provide a safe and nurturing environment for youth but also help to close the achievement gap and set the foundation for lifelong success.

The impact of the YMCA of Metropolitan Washington extends far beyond the walls of its facilities. With a dedicated team of staff, volunteers, and supporters, the Y is making a lasting difference in the lives of individuals and families throughout the region. As a leader in innovation and a steward of community well-being, the YMCA of Metropolitan Washington continues to inspire, empower, and transform lives, one person at a time.

## Position Overview

The Y seeks an exceptional Chief Development Officer (CDO) to join our passionate team. As CDO, you will play a crucial role in expanding the YMCA's impact by driving the dynamic growth of the organization's fundraising program, with an annual goal of \$5 million and a 4-year capital campaign goal of \$12 million. Leading a team of development professionals and collaborating with branch leaders, you will strengthen the Y's culture of philanthropy and set bold but achievable goals.

As the Chief Development Officer, you will collaborate with the leadership team to establish long- and short-term fundraising goals, priorities, and policies that align with the YMCA's mission and vision, ensuring the long-term sustainability and growth of our organization.

A key member of the senior management team, the Chief Development Officer will report to the CEO.

The ideal candidate is an experienced development professional with an entrepreneurial mindset and a deep passion for making a difference. You have a proven track record of success in closing six and seven-figure gifts, demonstrating your ability to build and maintain strong relationships with donors, foundations, and corporate partners. Your exceptional communication and interpersonal skills enable you to effectively engage and inspire others, from your dedicated development team to branch leaders to our board of directors.

As a strategic thinker and skilled navigator of complex organizations, you thrive in dynamic environments and excel at driving results on a regional scale. In addition to your fundraising expertise, you are a collaborative leader who fosters a culture of teamwork, creativity, and excellence. You have a talent for mentoring and motivating your team, empowering them to reach their full potential and achieve ambitious goals. Your success in working effectively with boards of directors demonstrates your ability to build consensus, manage relationships, and drive strategic decision-making at the highest levels.

If you are a passionate, results-driven leader with a heart for service and a desire to make a meaningful difference, we invite you to join the YMCA family.

## ■ Responsibilities

- Collaborate with the leadership team to establish and implement fundraising plans, priorities, and policies that align with the YMCA's mission and vision, helping build a culture of philanthropy across the organization
- Develop both short-term and long-term organizational goals through recurring annual campaigns, capital campaigns, special initiatives, and government funding, and oversee progress toward these goals by establishing department objectives, benchmarks, and metrics
- Manage a portfolio of major gift prospects and support the CEO, key leadership volunteers, and branch executives in the cultivation, solicitation, and stewardship of major gifts to meet fundraising goals, including assisting with branch board recruitment, fundraising appeals, and events, and providing training and tools to ensure success
- Support the CEO in managing key donor relationships and engage senior staff and Board members in fundraising efforts
- Actively engage the Board of Directors and staff, facilitate the Board Development Committee, and ensure fundraising messaging is compelling and consistent with the Y's brand while exploring and maintaining relationships with new partners and managing the department's operating budget
- Serve as a lead ambassador for the organization in the community, elevating the profile of the Y among prospective individual, corporate, and foundation donors by establishing and implementing a plan to increase the consistency, reach, and impact of messaging to current and prospective Y donors
- Oversee and implement the financial, technical, and human resources necessary to achieve fundraising goals



## ■ Qualifications

- Bachelor's degree in a related field required; advanced degree and CFRE certification strongly preferred
- Minimum of 10 years of progressive experience successfully leading fundraising efforts and consistently exceeding revenue targets in a nonprofit organization with a fundraising budget of at least \$10 million
- Proven ability to prospect and secure six-figure grants and other funding opportunities from private, corporate, foundation, and government funders
- A proven track record of overseeing an annual campaign in excess of \$5 million with an emphasis on appropriate stewardship
- Exceptional leadership skills with a proven track record of effectively managing and motivating high-performing teams
- Outstanding interpersonal and communication skills, with the ability to engage, inspire, and build lasting relationships with donors and partners
- Demonstrated success in leading capital campaigns
- Proficiency in utilizing fundraising software and managing donor databases to optimize fundraising efforts
- Strategic and innovative thinker with the ability to develop and implement creative fundraising strategies that drive results
- Unwavering passion for our mission and a deep commitment to making a positive impact in the communities we serve
- Steadfast dedication to fostering an inclusive environment where all individuals feel valued, respected, and empowered to contribute their unique perspectives and experiences

The YMCA of Metropolitan Washington is an equal-opportunity employer committed to diversity and inclusion. We encourage applications from all qualified individuals regardless of race, ethnicity, religion, gender, gender identification, sexual orientation, age, or disability status.



## Compensation and Benefits

- Generous employer-funded retirement plan with a 10% contribution
- Opportunity to save for your future through a 403(b) savings plan
- Comprehensive, high-quality healthcare coverage with significant employer contribution
- Complimentary YMCA membership for you and your immediate family members
- Ample paid time off to support work-life balance and personal well-being
- Extensive professional development opportunities to foster career growth and advancement
- A dynamic, collaborative, and creative work environment where you can thrive alongside talented and diverse colleagues
- Discounted rates for childcare and a wide array of Y programs and services
- Exclusive access to health and wellness programs designed to improve the well-being of you and your family
- Employer-provided life and disability insurance for added peace of mind
- A wide selection of voluntary benefit plans, including pet insurance, critical illness insurance, legal insurance, enhanced vision plans, and family life insurance, allow you to customize your benefits package to suit your unique needs

The salary range for this position is \$200,000 - \$220,000. Compensation is commensurate with experience.

## Instructions for Applicants

**This search is being conducted by TWB Fundraising.**

To apply, please submit a resume and cover letter via <https://www.linkedin.com/jobs/view/3986461244/>

Inquiries and questions will be held confidentially and may be directed to Rebekah Silverman, [rsilverman@twbfundraising.com](mailto:rsilverman@twbfundraising.com).

No calls, please.

