



## **VICE PRESIDENT FOR DEVELOPMENT Position Guide**

*SGA empowers at-risk children, youth and families to be the heroes in their own lives.*

### **ABOUT SGA YOUTH & FAMILY SERVICES, [WWW.SGA-YOUTH.ORG](http://WWW.SGA-YOUTH.ORG)**

SGA Youth & Family Services (SGA) improves the quality of life for Chicago children and families in low-income areas. SGA's "Cradle-to-Career" model follows children from birth, through school, to college and beyond, wrapping around to engage families, revitalize neighborhoods and improve quality of life. Cradle-to-Career programs include Early Childhood, Student Support, Family and Community and Juvenile Justice Youth Services. In 2014, SGA served more than 19,000 children and adults in Chicago by working in specific communities and 80 schools throughout the Chicago area. SGA achieves their mission through three signature initiatives – the Roseland Children's Initiative; Brighton Park Initiative; and the City-Wide Service Initiative. At the core of SGA's values is an emphasis on solid behavioral health methodology with a particular focus on services that strengthen families.



SGA is committed to program evaluation, and specifically to demonstrating its effectiveness in helping individuals, their families, and their communities improve. SGA collects, monitors, and evaluates data on several thousand individuals each year to measure the progress of clients towards achieving desired outcomes. Examples of SGA's success include the following key statistics:

- 91% of youth enrolled in Juvenile Justice programs did not recommit crimes while receiving SGA services. Nationally, as many as 70% of youth arrested recidivate.
- 94% of teens in the SGA teen parenting program graduated from high school and 87% are college-bound. Nationally, only 41% of teen parents finish high school, and only 5% attend college.
- 99% of participants reported their worker helped them reach their goals and were happy with SGA services.

SGA operates a \$9 million budget and employs 208 staff to achieve its mission. Recognized for its effective service, particularly its effective use of metrics to evaluate program success, SGA has grown its budget by nearly \$6 million since 2007 from a mix of city, county and federal funding. To scale and better fund its efforts, SGA looks to establish a robust fundraising program and increase philanthropic giving from individuals, foundations and corporations from 18% to 27%. Current fundraising activity includes an annual appeal and select appeals to key individual donors, foundations and corporations.

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## **THE VICE PRESIDENT OF DEVELOPMENT**

The Vice President of Development reports directly to the President and CEO of SGA Youth & Family Services. S/he will bring experience and competencies in the area of major gift fundraising, particularly in the areas of individual giving and corporate and foundation relations. Currently, revenues for SGA derive from individual gifts from several significant donors, an annual appeal, and city, county and federal funding. The agency does not receive state funding. This is a deliberate decision that was made to protect SGA from this source of funding's vulnerability.



Along with the Executive Director, the Vice President of Development serves as a member of the President's senior team. S/he is primarily responsible for leading all fundraising activities for the organization, including major gift solicitation, prospect research, donor relations and stewardship, systems management and, with the President and CEO and/or the Executive Director, board development activities. SGA is currently implementing a structure for the board that better position it as a fundraising

and governance body rather than an operational one. The Vice President of Development will work closely with the President and CEO and the Development Committee to create a strategic plan for fundraising that includes optimal staffing. Fundraising from all sources other than government funding are currently \$1.7 million; SGA's goal is to improve to \$2.4 million annually.

To be successful, the Vice President of Development will need to bring a record of accomplishment raising major gifts. This individual will also need to be comfortable raising money with the President and CEO and/or the Executive Director and, where appropriate, serving as their delegate in the cultivation of major gifts. The Vice President of Development will carry a portfolio of donors and will work to develop new ones while leading a team and serving as the champion for all issues related to fundraising.

SGA is an organization that thrives on collaboration and the sharing of ideas and approaches. The Vice President will value and align well within this environment and can expect to serve as an effective partner to peers and to senior program directors within SGA.

## **RESPONSIBILITIES**

The Vice President of Development will have the following primary responsibilities:

- Create and implement a strategic plan for SGA fundraising for gifts from private foundations, corporations, individuals and board.
- Oversee and participate in soliciting major and planned gifts either independently or with the President/CEO, Executive Director, or the Board of Directors.
- Work in collaboration with the Board and other volunteers and staff to review and implement cultivation and solicitation strategies.

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- Work in collaboration with the Manager of Corporate and Foundation Relations and the Director of Individual Giving to develop opportunities that will result in new proposals and other opportunities for cultivation.
- Arrange stewardship and recognition activities as well as on-site visits for foundation and corporation sponsors and donors.
- Develop and maintain strong development systems that include tracking for corporation and foundation relationships as well as individual giving.
- Create reports that reflect the status of giving activities, trends and opportunities.
- With Marketing, develop and create compelling outreach pieces for donor engagement, including annual appears and newsletters.

**QUALIFICATIONS**

- A passionate commitment to advancing SGA's mission of improving communities and strengthening families.
- An accomplished record of success in major gift cultivation and solicitation.
- A bachelor's degree from an accredited university in a related field; a master's degree would be an advantage.
- A minimum of five to seven years of experience building successful comprehensive fundraising programs; prior experience fundraising for human services organizations would be an advantage.
- Proven success recruiting, leading, managing and retaining a high-performing development team.
- Ability to develop and maintain effective working relationships with a diverse spectrum of people including staff, board members, volunteers, donors and prospects.
- Excellent financial fluency with experience in fundraising and budget analysis, forecasting and planning.
- A proactive, results-driven, collaborative leader with solid presentation skills and proven ability in written communications.

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**APPLICATION**

SGA Youth & Family Services has retained Campbell & Company to conduct the search for the Vice President of Development. SGA Youth & Family Services offers a generous compensation and benefits package.

To be considered for this opportunity, please send a letter of interest and resume to:

**Andrew Smerczak-Zorza**

Consultant, Executive Search

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