

# FEED MORE

## CHIEF DEVELOPMENT OFFICER

### ABOUT FEED MORE

Feed More collects, prepares, and distributes food to people in need throughout Central Virginia. With a service area that stretches across 34 counties and cities, Feed More's comprehensive programs and network of nearly 300 agencies help ensure that Central Virginia's communities have access to healthy meals year-round. Feed More is a proud member of Feeding America and Meals on Wheels America.

Feed More has had a presence in Central Virginia for close to five decades. [Meals on Wheels](#) was established in 1967, where it served just eight clients, and the Central Virginia Food Bank has been in operation since 1980. The Central Virginia Food Bank was created by 60 local churches and charities that were concerned about growing hunger and poverty in the region.

In 2005, the Central Virginia Food Bank and Meals on Wheels came together to build a joint kitchen, named the [Community Kitchen](#), to cost effectively create cooked-from-scratch meals for neighbors in need across Central Virginia. This led to the formal merger of the Central Virginia Food Bank and Meals on Wheels, and on July 1, 2008, Feed More was born.

With nearly 100 employees, close to 300 agencies, and more than 200 volunteers a day, Feed More is able to carry out its mission of **fighting hunger throughout its vast service area in Central Virginia**. We invite you to learn more at: <https://feedmore.org/>.

### Key Facts

- \$65M annual budget
- 95 organization-wide staff
- 9 development staff
- \$9.8M raised in new gifts and pledges in FY 2019
- Over 24 million meals distributed in FY 2019

### Learn More

- [Leadership](#)
- [Who We Serve](#)
- [2018 Impact Report](#)
- [Key Programs](#)

### Visit



## THE POSITION

Reporting to the Chief Executive Officer, the Chief Development Officer serves as a key member of Feed More's senior leadership team and an active participant in strategic decision-making for the organization. This individual will help to forge new relationships and alliances to build Feed More's financial resources, visibility, and impact; and will design and implement a comprehensive plan for cultivating, soliciting, and stewarding individual and organizational philanthropic support.

The Chief Development Officer will be responsible for overseeing a team of eight development professionals specializing in major gifts, corporate gifts, grants management, and foundation support. They will ensure a corresponding infrastructure that positions Development to achieve – and ultimately grow – its current target of \$9M+ in annual unrestricted philanthropic revenue, and will work closely with the CEO and the Board of Directors to expand the organization's major donor pipeline. It is expected that the amount raised by Feed More will increase in future years as the CDO systematically and effectively strengthens the organization's overall fundraising capacity.

In addition, this leader will partner with colleagues on the senior leadership team – including the Director of Marketing & Communications and the Chief Financial Officer – to foster interdepartmental collaboration, strengthen cross-team communication, and implement a culture of philanthropy across the organization.

## RESPONSIBILITIES

The Chief Development Officer will have the following primary responsibilities:

- Manage an active portfolio of principal gift prospects capable of making gifts of at least \$25,000
- Lead, manage, and inspire Feed More's high-caliber team of development professionals
- Develop and implement a strategic fundraising plan encompassing major gifts, grants, and corporate & foundation support that will reach and ultimately exceed \$10M in philanthropic revenue
- Partner closely with fellow senior leadership team members to ensure that fundraising plans are clearly aligned with those of other departments and fit into a larger unified strategy for Feed More



- Leverage the strengths of development staff, while building a strong infrastructure for the team that optimizes Feed More's fundraising potential and promotes teamwork, collaboration, and clear communication across all organizational departments
- Develop annual staffing plans and implement robust, achievable goals that are tied to Feed More's overarching strategic plans and ensure greater accountability
- Provide team members with the necessary coaching and support to achieve their respective targets
- Plan, manage, and coordinate a consistent donor cultivation program that provides staffing and support to the CEO and members of the Board of Directors for major donor engagement activities
- Work closely with members of the Board of Directors; facilitate and staff Board development committee and subcommittee meetings
- Maintain open and ongoing communication with senior leadership team, regularly providing complete and accurate activity reports, revenue forecasts, and data analytics; as well as updates on the philanthropic cultivation of individuals, foundations, and government officials
- Collaborate with senior leadership team to develop annual funding priorities
- Direct all development staff activities, including reviewing grant proposals
- Plan and implement strategic donor appreciation and cultivation events
- Create and monitor development program budget
- Ensure gift processing occurs in a timely manner
- Maintain a range of highly confidential information (e.g. budgets, staffing plans, salaries, donor capacity)
- Display measured responses to unexpected occurrences, and show flexibility in day-to-day operations
- Perform all duties and maintain all standards in accordance with Feed More policies and procedures
- Support the CEO in other duties as needed to further Feed More's mission
- Travel as needed for donor solicitations and cultivation events



## MAJOR OBJECTIVES

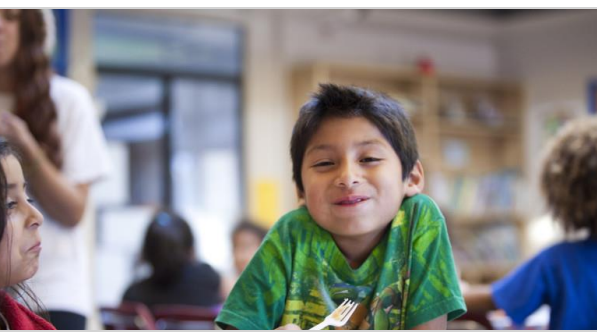
Within the first 12 to 18 months, the Chief Development Officer will achieve the following major objectives:

- Plan, develop, and implement a comprehensive philanthropy plan that prioritizes Feed More’s strategic funding goals and significantly broadens the engagement of high-capacity donors
- Assess and identify all gaps system-wide in order to build a more robust and efficient development program based on metrics, analytics, and best practices
- Be recognized as a committed, rigorous, and collegial philanthropy leader by the CEO and members of the senior leadership team; and as a supportive, empowering, and visionary fundraising expert by development staff

## QUALIFICATIONS

The ideal candidate will possess most of the following qualifications:

- A passionate, enthusiastic commitment to Feed More’s mission of fighting hunger throughout its vast service area in Central Virginia
- Proven ability to secure six- and seven-figure philanthropic gifts from individuals, corporations, and foundations
- A minimum of seven to eight years of senior-level leadership experience in managing successful development teams – preferably with annual revenue of \$5M and above – and a track record of building significant annual, major, principal, and planned gifts
- Proven ability to hire, manage, motivate, and retain a development team that strives to achieve excellence and exceed goals
- A confident, proactive, goal-oriented, and data-driven team builder with proven success establishing productive, long-term relationships with senior administrators, staff, boards, volunteers, and donors; providing them with high-level data and analyses
- Excellent written, verbal, and public communication skills with a persuasive ability, including public speaking experience and an ability to successfully convey the mission of Feed More



- Ability to interact effectively with individuals of diverse backgrounds, experiences, and personalities
- Strong organizational and problem-solving skills; ability to meet tight deadlines and multi-task
- A collaborative approach to fundraising and an ability to work as a team-player with peers and staff alike
- Experience with prospect and donor management fundraising software applications, particularly Blackbaud products such as Raiser's Edge, and ability to utilize this software for future prospecting
- A high degree of accuracy and superb judgement as it relates to the use of confidential information
- Solid financial management skills with experience in budget analysis, forecasting, and planning
- Proficiency with MS Office suite (e.g. Word, Excel, Outlook, and PowerPoint)
- Access to a vehicle and ability to travel as necessary, including evenings and weekends
- A bachelor's degree is required; an advanced degree and/or CFRE certification is preferred

## APPLICATION

Feed More has retained Campbell & Company to conduct this search. The team for this project includes Joey Scheiber, Consultant; and Emily Thompson, Associate Consultant. To be considered for this opportunity, please send a letter of interest and resume to:

### EMILY THOMPSON

Associate Consultant, Executive Search  
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(312) 896-8891 direct

*Feed More is an equal opportunity employer.*

