



CHIEF DEVELOPMENT OFFICER

ABOUT THE MISSION CONTINUES

The Mission Continues believes that connecting veterans with under-resourced communities can provide a renewed sense of purpose, restore social connections, and create new opportunities for civic impact. To achieve this mission, The Mission Continues deploys veteran volunteers in cities across the country to work alongside nonprofit partners and community leaders to achieve critical objectives such as improving community education resources, eliminating food deserts, mentoring at-risk youth, and more.

Founded in 2007, The Mission Continues was conceived to provide opportunities for post-9/11 veterans to find purpose at home through community impact. Twelve years later, thousands of veterans of all generations have joined with The Mission Continues to serve in their communities as part of a successful transition home.

The Mission Continues is guided by five core values that reverberate through the words, actions, and spirit of its staff, program members, and volunteers: Work Hard, Trust, Learn & Grow, Respect, Have Fun.

We invite you to learn more at www.missioncontinues.org.

Key Facts

- \$15 million FY20 budget
- 75 staff
- 6 locations
- 10,000+ volunteers

Mission

The Mission Continues is on a mission to connect veterans with under-resourced communities.

Visit



THE POSITION

The Chief Development Officer (CDO) will report to the President of The Mission Continues and serve as a member of the six-person Executive Team. Additionally, the CDO will lead a team of nine national and regional staff in the areas of foundation relations, corporate relations, and individual giving. The team has a current goal to raise about \$14 million annually, with plans to increase that modestly year-over-year for a total goal of \$52.2 million over the next three years.

The ideal candidate will bring demonstrated experience building and growing comprehensive development programs with a team of dedicated professionals. The CDO will also have strengths in strategically growing individual giving programs, and will carry a portfolio of individual donor prospects. This Chief Development Officer will be creative, entrepreneurial, and comfortable in an environment that requires high-level strategic planning combined with hands-on execution.

The location for this position is flexible across The Mission Continues' six core office locations – Los Angeles, CA; Washington, DC; Chicago, IL; St. Louis, MO; New York, NY; and Houston, TX – with a preference for New York or Washington, DC.

MAJOR OBJECTIVES

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

- Achieve annual fundraising goals as established.
- Assess the development team to determine ideal structure to work most effectively with existing skillsets; determine needed resources to effectively meet goals.
- Serve as a critical member of the Executive Team along with the President, Vice Presidents, and Chief Operations and Financial Officer; work with the Executive Team to adjust goals, if necessary, based on organizational capacity and need.
- Develop a clearly articulated strategy to serve as a foundation for ongoing, sustainable growth; implement systems and routines necessary to support that growth.



RESPONSIBILITIES

The Chief Development Officer will have the following primary responsibilities:

- Set and lead strategy for a growing development program, with particular focus on diversifying revenue and increasing individual giving.
- Partner with the President and guide strategy for her engagement in fundraising activities.
- Manage the newly-formed Advisory Council, a national network of external advocates, with a focus on broadening individual support for The Mission Continues.
- Work with the Board of Directors to leverage their contacts and move them toward more significant engagement with fundraising; along with the Executive Team, assist with recruiting a pipeline of additional Board members.
- Serve as a member of the Executive Team, contributing to the development of strategic plans, partnering on resource decisions, and guiding and leading a positive culture of philanthropy and stewardship across the organization.
- Cultivate and solicit a portfolio of individual donors; pursue relationships to broaden the donor base.
- Assess structure of the development team to determine how to best resource existing staff to meet goals.
- Mentor and guide professional development of staff.
- Guide strategic growth of contributed revenue to the organization; serve as high-level visionary while also managing tactical implementation of strategic goals.
- Cultivate relationships and giving from high net worth individuals; drive increased individual giving revenue while also leading a dispersed team.

QUALIFICATIONS

The ideal candidate will possess most of the following qualifications:

- A minimum of 12 years of progressively responsible fundraising experience combined with significant experience leading and developing a team.
- Proven experience cultivating and securing major donors across high net worth individuals, corporations and foundations.
- A commitment to the mission and work of The Mission Continues and its core values.



- A history of building and/or growing sustainable, comprehensive development programs.
- The ability to develop, coach, and mentor a team of development professionals.
- Prior experience assessing development programs and aligning team members to best achieve strategic goals and opportunities.
- The ability to develop strategy and to implement that strategy toward tangible, ongoing, and sustainable revenue goals.
- Demonstrated experience cultivating relationships and giving from high net worth individuals. The ability to develop strategy and build a culture of philanthropy for cultivating individual giving across the staff, executive, and board levels for the organization.
- Entrepreneurial, creative, and flexible work style capable of thriving within a dynamic and growing organization.
- A commitment to continuous learning and enthusiasm for self-assessment; a willingness to adjust strategy as needed to work most effectively toward goals.
- Collaborative, communicative, and self-motivated leader; comfort working in an organization with geographically dispersed staff.
- A Bachelor's degree or equivalent professional experience.

APPLICATION

The Mission Continues has retained Campbell & Company to conduct this search on their behalf. The team for this project is Colleen Rogers and Alexandra Catuara. To be considered for this opportunity, please send a letter of interest and resume to:

ALEXANDRA CATUARA

Associate Consultant, Executive Search
anc@campbellcompany.com
(312) 506-0060 direct

The Mission Continues is an equal opportunity employer.



1 East Wacker Drive, Suite 2100
Chicago, IL 60601

The Mission Continues recognizes that diverse employees, veterans and supporters are critical to its workforce and mission. They are committed to fostering an inclusive workplace where all team members are valued and have the opportunity to reach their full potential. The Mission Continues wants a team that reflects its diversity, so that they can approach every mission with integrity, compassion and authenticity.