



## Chief Advancement Officer

### ABOUT YOUTH EASTSIDE SERVICES

Mental health is vital to overall health, and chronic mental health illnesses are often the result of childhood trauma. Without early diagnosis and treatment, children and teens with mental disorders can have problems at home and school, interfering with their healthy development and continuing into adulthood. Nationwide, one in five young people between the ages 13 to 18 has a serious mental health illness. Staggeringly, over 60 percent of these young people do not receive any counseling or treatment, often due to stigma, fear, and cost. Despite these startling statistics, Youth Eastside Services (YES) strives every single day to ensure that every child and youth can positively transform their life and reach their fullest potential.

Founded in 1968, Youth Eastside Services is a leading provider of youth and family behavioral health services in East King County. Youth Eastside Services provides mental health counseling, substance use counseling and treatment, psychiatric services, along with education and prevention programs to help children, teens, and families struggling with a range of mental health issues. Through intervention, outreach, and prevention, YES works to build and strengthen relationships and advocate for a safer community for Eastside youth. Last year alone, YES helped nearly 70,000 individuals through their services and programs, with over 83 percent of their clients reporting success in reaching their therapeutic goals.

#### Key Facts

- \$6.5 million annual budget
- 90 staff with four locations
- 6 development staff positions
- \$1.7 million raised in FY 2018
- 11,399 donors regionwide

#### Mission

*Youth Eastside Services is a lifeline for kids and families coping with challenges such as emotional distress, substance abuse and violence. Through intervention, outreach and prevention, YES builds confidence and personal responsibility, strengthens family relationships, and advocates for a safer community that cares for its youth.*

#### Visit



## YOUTH EASTSIDE SERVICES | CHIEF ADVANCEMENT OFFICER

Youth Eastside Services serves as a lifeline for youth and families coping with challenges such as emotional distress, substance abuse, and violence. YES's dually certified clinicians and trained counselors use the most current evidence-based practices such as Cognitive Behavioral Therapy and Dialectical Behavior Therapy, which are empirically proven to create positive change and have the greatest impact on the lives of youth and families. YES provides the highest quality of behavioral health services at more than 50 locations across King County, including four main locations in Bellevue, Redmond, Kirkland, and Sammamish with free drop-in facilities at teen and community centers and schools in the Lake Washington and Bellevue school districts.

Youth Eastside Service has always welcomed youth and families of all diverse communities and backgrounds and provides leading-edge health services in many different languages. If someone needs help in a crisis, that care is immediate and critical. Need, not cost, should determine care. As a nonprofit organization, YES relies heavily on philanthropic support to provide outstanding care for many families who simply cannot afford to pay for services. Last year, more than half of all families receiving treatment from YES received free or reduced cost assistance. This much needed assistance is greatly due to the overwhelming generosity of YES's passionate philanthropic donors. To continue this support, Youth Eastside Services seeks an innovative and dynamic Chief Advancement Officer to develop and implement effective funding partnerships that will transform lives of countless children, youth, and families.

We invite you to learn more at [www.youtheastsideservices.org](http://www.youtheastsideservices.org).

## THE POSITION

The Chief Advancement Officer, a pro-active and creative fundraising professional, reports directly to Patti Skelton-McGougan, the Chief Executive Officer of Youth Eastside Services, and serves as an essential member of the senior leadership team. The Chief Advancement Officer leads comprehensive advancement programs that support YES's mission, including gifts from individuals, corporations, and foundations, and sources for annual, major, and planned giving. The Chief Advancement Officer manages a five-member advancement team that includes a Fund Development Manager, Marketing and Communications Manager, Major Gifts Officer, Fund Development Coordinator, and a Grant Writer. This efficient and team-oriented leader is expected to implement a robust plan for growth with a goal of raising at least \$3 to \$4 million within the next three to five years.



## MAJOR OBJECTIVES

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

- Establish trusting relationships with the CEO, senior leadership team, staff, Board of Trustees, donors, and stakeholders through capable leadership.
- Develop and implement a strategic advancement plan that achieves long-term, sustainable growth.
- Help build a more robust and efficient advancement program based on metrics, analytics, and best practices.
- Lead, build, develop, and inspire a high-performing advancement team that grows an increasingly large and diverse donor base through clear, achievable goals.
- Increase YES's marketing efforts to attract and further enhance the agency's acclaimed profile and reputation with donors.

## RESPONSIBILITIES

The Chief Advancement Officer will have the following primary responsibilities:

- Lead, manage, and motivate the work of a high-performing development team to meet and exceed all goals.
- Develop and implement a comprehensive development plan that strengthens YES's individual programs and builds a pipeline of new major donor partnerships.
- Provide direction, leadership, and oversight for a robust fundraising platform of annual giving, major giving, planned giving, corporate giving, foundation giving, and special events, with clearly defined revenue goals and performance metrics.
- Provide senior-level advancement expertise to the CEO, the senior leadership team, and Board of Trustees.
- Design, manage, and produce YES's annual *Invest in Youth* Breakfast with over 1,000 attendees.
- Ensure that all donors and prospects are appropriately stewarded in order to increase retention and increase higher levels of giving.
- Serve as a staff liaison for the Board's Fund Development and Breakfast Committees, providing expertise in improving the Board's fundraising capacity.
- Manage the division's budget for best return on investment.



- Set annual goals and strategies, at the advice of the CEO, for raising funds and implement systems for tracking and recording achievement.
- Maintain open and ongoing communications with the President and CEO, providing complete and accurate activity reports, revenue forecasts and situation analyses on a regular basis.
- Be recognized as a committed, valued, and collegial philanthropy leader by members of YES's clinical and counseling teams, ensuring clients' privacy and the confidentiality are always protected.
- Work closely with the President and CEO and the Chief Financial Officer to assist in the budget process by creating a cohesive development plan with clear financial goals
- Travel as needed and attend evening and weekend events.

## QUALIFICATIONS

The ideal candidate will possess most of the following qualifications:

- A deep, passionate commitment to YES's mission.
- At least seven years of professional experience managing successful fundraising teams for nonprofit organizations. Experience in healthcare-related and/or campaign fundraising would be an advantage.
- Significant achievement in the areas of major giving, annual giving, corporate giving, foundation giving, marketing and communications, special events, including solicitation of six-figure gifts and greater.
- Self-motivated, well-organized, innovative, entrepreneurial, and collaborative.
- Ability to hire, supervise, motivate and retain a development team that strives to achieve and exceed goals, leading by example in an open, light-hearted, and transparent manner.
- Ability to achieve targeted fundraising goals by means of strategic positioning, flexible direction, and team-oriented leadership.
- Demonstrated success in working collaboratively with senior leadership teams, engaged boards, and volunteers.
- Strong motivational and interpersonal skills that value honor, integrity, and excellence in work.
- Excellent communication skills, including strong listening, written, verbal and presentation skills.
- Solid financial management skills with experience in fundraising and budget analysis, forecasting, and planning.
- Strong knowledge of advancement and donor database management systems, particularly Donor Perfect.
- A bachelor's degree from an accredited college or university is required.





## APPLICATION

Youth Eastside Services has retained Campbell & Company to conduct this search. The team for this project includes Dan Nevez, Senior Consultant, and Emily Thompson, Associate Consultant.

Youth Eastside Services offers a highly attractive compensation and benefits package, including coverage of approximately 85% of benefit costs for medical/prescription and 100% of dental and vision benefit costs; health savings accounts for medical expenses; vacation, sick, and personal days, and 10 paid holidays; a 401K plan with match; a relaxed environment; and a healthy work-life balance.

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

### EMILY THOMPSON

Associate Consultant, Executive Search

[Emily.Thompson@campbellcompany.com](mailto:Emily.Thompson@campbellcompany.com)

(312) 896-8891 direct

*YES is an Equal Opportunity Employer and committed to having a diverse staff team.  
LGBTQ and people of color encouraged to apply.*



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