



**VICE PRESIDENT FOR PHILANTHROPY**

[WELCOME.US](https://www.welcome.us)

**Location — Remote (United States)**



**Welcome.US**

The Aspen Leadership Group is proud to partner with Welcome.US in the search for a Vice President for Philanthropy. The Vice President for Philanthropy will develop, plan, and implement strategies for major donor engagement and giving, building a pipeline, and managing a new portfolio of high-net-worth individuals to achieve ambitious fundraising goals and ensure positive donor experiences.

Welcome.US was created in September 2021 in response to the overwhelming challenge of resettling close to 100,000 Afghan allies fleeing Taliban-controlled Afghanistan in a government system that had only welcomed 11,000 refugees in the previous year. The need grew exponentially just six months later when Russia's invasion of Ukraine led millions of Ukrainians to flee their homes. Faced with these humanitarian crises, Welcome.US sprang into action to build a system that could galvanize and direct the willingness of Americans to help and be adaptable to future challenges. Emerging from a non-partisan, nonprofit incubator for projects that turn common pain into common purpose, it knew being truly successful would require a whole-of-society response.

Operating with the belief that direct participation in resettlement benefits both the newcomers and the welcomer, the vision is for every American community—and the nation as a whole—to have the resources and opportunity to welcome newcomers. To meet this whole-of-country challenge, four former U.S. Presidents, and four former First Ladies have joined the effort, supported by the National Welcome Council, composed of diverse leaders from all sectors of American life, including leaders of iconic American institutions like Lions Club International and Rotary International, and long-standing resettlement organizations like International Refugee Committee, Church World Service, and HIAS. Additionally, the [Welcome.US CEO Council](#) is a cohort of leaders from across business sectors committed to the mission to mobilize private sector resources to support those seeking refuge in the United States. Co-chaired by Accenture Chair and CEO, Julie Sweet, and Google and Alphabet CEO, Sundar Pichai, the CEO Council works to build on the efforts of resettlement agencies, frontline organizations, faith-based institutions, and Americans across the country to help move resources from the private sector to newcomers seeking refuge. The CEO Council has three priorities. The first is to help meet the initial resettlement needs to welcome newcomers to their new communities. The second is to provide employment and training to ensure that all seeking refuge in the U.S. have access to jobs that match their skills. And the third is to grow the movement of welcoming in the U.S. by encouraging employee and broad community participation in the effort.

Although a new organization that began working to support newcomers only a year ago, Welcome.US is already positively impacting the way America supports refugees and helping to ensure that more people can seek safety and stability here. For example, the organization has mobilized tens of thousands of Americans as sponsors supporting Afghans, Ukrainians, and, most recently, Venezuelans. Welcome CEO Council members have supported efforts by [providing goods, services, and funds](#) totaling more than \$179 million last year, posted 68,000 jobs on the [Welcome.US Employment Exchange](#) and helped to organize hiring fairs nationwide. This work is successfully reimagining refugee settlement as a whole-country effort.

## REPORTING RELATIONSHIPS

The Vice President for Philanthropy will report to the Chief Development and Partnerships Officer, Lauren Gray. The Vice President will have the opportunity to build and oversee a team.

### FROM THE CHIEF DEVELOPMENT AND PARTNERSHIPS OFFICER

*When I chose to join Welcome.US in February 2022, I knew I was embarking on an adventure—a new organization, an ambitious vision, and dynamic leadership. What I did not anticipate was the speed with which we would find ourselves making a difference in the lives of so many—newcomers and refugees, yes, but also so many Americans.*

*While it can be difficult to make a decision to move to a new role, let alone a new organization, I can promise you a few things that I know were important to me when I was seeking my next steps:*

*First, you will never, ever be bored. Second, you will meet and work with some of the most talented people in their fields. Third, you will see immediate impact as a result of your work.*

*Finally, you will be part of a growing, dedicated, and incredibly smart team, and you will have the opportunity to lead and grow your own team as well.*

*Welcome.US is a special organization. If the opportunity to work quickly, focus on impact, and collaborate with people, organizations, and companies across the country appeals to you, please throw your hat in—I look forward to hearing from you!*

—Lauren Gray, Chief Development and Partnerships Officer

## PRIMARY RESPONSIBILITIES

### Major Gifts Strategy Development

The Vice President for Philanthropy will

- oversee the sustainability and growth of the donor base through
  - leveraging existing organizational relationships such as the Welcome.US CEO Council, current foundation and individual supporters, and National Welcome Council partners;
  - building a pipeline of five-, six-, and seven-figure gifts;
  - implementing events and donor engagement opportunities; and
  - stewardship and relationship management;
- in close collaboration with the Chief Development and Partnerships Officer, provide vision and leadership for the development and execution of a major gifts fundraising strategy;
- oversee the growth of a major gifts program to increase giving from high-net-worth individuals, including sophisticated prospect research as well as identification, cultivation, solicitation, and stewardship strategies;
- create and manage annual and multi-year fundraising objectives for major gifts; and
- develop major gift opportunities tailored to the interests of potential donors in areas consistent with fundraising priorities.

### Donor Cultivation and Engagement

The Vice President for Philanthropy will

- cultivate and manage a portfolio of major individual donors and build a strong base of support;
- serve as the primary liaison between Welcome.US and current and prospective major donors;
- prepare written materials and resources that lead to securing new and increased major gift support;

- drive effective coordination and collaboration across the Development and Partnerships team and across the organization to support major donor fundraising;
- collaborate with the Welcome.US Content and Communications team to ensure that all major individual donors are appropriately recognized on the website and in other channels;
- acquire stories and materials needed for effective donor communication; and
- partner with the Senior Director of Development to draft and edit major gift donor correspondence, such as renewal and acknowledgment letters, donor bulletins and announcements, stewardship materials, and event-related materials.

### **Management, Supervision, and Collaboration**

The Vice President for Philanthropy will

- build a diverse major gifts team and expand capacity as needed;
- contribute effectively to the work of others on the team and participate in full-team problem solving; and
- promote a positive, collaborative, and efficient working environment where team members enjoy working together, deliver impact, and grow professionally over time, including through regular feedback.

## **LEADERSHIP**

### **Lauren Gray**

#### **Chief Development and Partnerships Officer**

Lauren Gray leads fundraising and partnerships strategy and execution on behalf of Welcome.US. Prior to joining Welcome.US in February 2022, Gray held private sector-focused roles over the course of almost 14 years at the International Rescue Committee (IRC). She led teams to success in both corporate and foundation partnerships. In her most recent role as Senior Director, Global Corporate Partnerships, she and her team worked with corporations to create multifaceted, bespoke engagements that were tailored to help partners advance their social impact priorities, demonstrate their values, and change lives. Prior to joining the IRC in May 2008, Gray was the Assistant Director of Corporate Giving at Thirteen/WNET and served as the Development Manager at Cooper-Hewitt, National Design Museum. Gray holds a B.A. from Washington University in St. Louis and a Master of Business in Arts Administration from the University of Wisconsin-Madison. Lauren is a native Southerner and is based in New York City.

### **Nazanin Ash**

#### **Chief Executive Officer**

Nazanin Ash is the CEO of Welcome.US. She most recently was the Vice President of Global Policy and Advocacy at the International Rescue Committee, which serves people in crisis in over 40 countries and resettles refugees in 25 U.S. cities. Previously, Ash served as Deputy Assistant Secretary in the Bureau of Near Eastern Affairs at the Department of State, leading the Middle East Partnership Initiative, and working to advance political and economic reform in the Middle East. From June 2007 to April 2012, she served on the Secretary of State's policy planning staff, designing initiatives to strengthen U.S. government aid effectiveness and approaches to political and economic development. Ash also served as Principal Advisor and Chief of Staff to the first Director of U.S. Foreign Assistance and Administrator at USAID, designing strategies for U.S. foreign assistance reform and policies for allocating foreign assistance. Prior to this, Ash worked for ActionAid–Kenya, one of the largest rights-based NGOs in Kenya and a leading advocacy and local capacity-building institution. She holds an M.P.P. from Harvard Kennedy School of Government and a B.A. in political science from Bryn Mawr College.

**Anya McMurray****President and Chief Operating Officer**

Anya McMurray, in partnership with CEO Nazanin Ash, provides executive oversight of all Welcome.US operations. Before joining Welcome.US, she was Senior Director of Strategy & Policy for Immigration at the Emerson Collective. Prior to that, McMurray was Deputy General Counsel to Senator Patrick Leahy while he was Chairman and later Ranking Member of the Senate Judiciary Committee. She managed a team of lawyers and advised the Committee on policy related to immigration and refugees, criminal justice reform, and human rights for nearly eight years. She worked previously as a public defender in Minneapolis and was a Prettyman Fellow at Georgetown Law Center, where she represented indigent clients in the DC Superior Court and taught in the Criminal Justice Clinic. Before law school, McMurray served as a Peace Corps Volunteer in Paraguay and then as a program officer at the National Democratic Institute for International Affairs in Washington. She received a B.A. from Wesleyan University, a J.D. from Yale Law School, and an L.L.M. in trial advocacy from Georgetown Law Center.

**PREFERRED COMPETENCIES AND QUALIFICATIONS**

Welcome.US seeks a Vice President for Philanthropy with

- a commitment to the mission of Welcome.US—to inspire, mobilize, and empower Americans from all corners of the country to welcome and support those seeking refuge here;
- experience closing major gifts with significant institutional impact;
- an ability to work effectively with and advise internal and external stakeholders at all levels;
- experience managing remote teams;
- an ability to respond enthusiastically and positively to new and changing situations in a startup environment;
- a commitment to diversity and a desire to contribute to an inclusive working environment;
- an ability to lead strategic development efforts and deliver a clear vision and plan;
- strong management skills and experience leading diverse teams;
- an entrepreneurial, innovative, and strategic approach with an ability to build a portfolio of high-net-worth individuals from the ground up;
- strong interpersonal skills including excellent written and verbal communication skills, through email communications, written narratives, proposal development, meeting facilitation, and presentations;
- a respectful and supportive leadership style and an ability to motivate and develop direct reports and build collaborative relationships;
- experience effectively managing and supervising staff and projects in multiple locations, with a remote supervisor and direct reports;
- an ability to independently plan, prioritize, and manage projects, take ownership of high-quality and timely delivery, and quickly surface and resolve roadblocks as they arise;
- experience working effectively with and as an advisor to internal and external stakeholders at all levels;
- excellent problem-solving skills and a solution-oriented approach;
- an ability to generate ideas and incorporate feedback;
- a growth mindset, including responsibility for continuous performance improvement; and
- experience working on issues related to immigration or refugee resettlement (preferred).

A bachelor's degree or an equivalent combination of education and experience is required for this position as is at least seven years of major gifts fundraising experience in a nonprofit environment as well as four years of management and supervisory experience.

## SALARY AND BENEFITS

The salary range for this position is \$185,000 to \$200,000 annually. Welcome.US offers a comprehensive package of benefits including health coverage, retirement benefits, paid sick leave, vacation and holidays, tuition reimbursement, and access to professional development resources.

## LOCATION

This is a fully remote position requiring travel as needed to meet stakeholders, represent the organization, and gather with teammates. Candidates must be based in the United States.

## APPLICATION INSTRUCTIONS

All applications must be accompanied by a cover letter and résumé. ***Cover letters should be responsive to the mission of Welcome.US as well as the responsibilities and qualifications presented in the prospectus.*** Review of applications will begin immediately and continue until the successful candidate has been selected.

Welcome.US is committed to building and retaining a talented, diverse, and inclusive team. Its team members represent diverse backgrounds, bring a wide range of educational, professional, and lived experiences, and contribute expertise from varied disciplines within the philanthropic, nonprofit, public, and corporate sectors. The organization welcomes candidates of all races, ethnicities, nationalities, religions, abilities, sexual orientations, and gender identities and expressions. It strongly encourages people of color, women, LGBTQ individuals, those from immigrant and refugee backgrounds, differently abled people, formerly incarcerated people, and people of any and all traditionally marginalized identities to apply. Applicants will not be discriminated against because of race, color, sex, sexual orientation, gender identity or expression, age, religion, national origin, disability, ancestry, marital status, veteran status, medical condition or any protected category prohibited by local, state or federal laws.

*To apply for this position, visit:*

*[Vice President for Philanthropy, Welcome.US.](#)*

*To nominate a candidate, please contact Patrick Key, [patrickkey@aspenleadershipgroup.com](mailto:patrickkey@aspenleadershipgroup.com) or Tom Herbert, [tomherbert@aspenleadershipgroup.com](mailto:tomherbert@aspenleadershipgroup.com).*

*All inquiries will be held in confidence.*