



DIRECTOR OF DEVELOPMENT
NORTH CHICAGO COMMUNITY PARTNERS
Lake Bluff, Illinois
[North Chicago Community Partners](#)



The Aspen Leadership Group is proud to partner with North Chicago Community Partners in the search for a Director of Development.

The Director of Development will strengthen the community's involvement in North Chicago Community Partners (NCCP) through collaboration with donors, staff, Board members, and volunteers. The Director of Development will oversee all of NCCP's fundraising efforts and will secure the funds necessary to fulfill NCCP's mission, while increasing capacity and sustainability, and acting as a strategic partner on the organization's Leadership Team. The Director of Development will leverage the potential of NCCP's diverse team to provide equitable educational opportunities and whole child support for the children of North Chicago.

Research shows that the enormous funding gap between schools in Illinois continues to leave schools behind, including schools in North Chicago. North Chicago Community Partners was created in 2008 to help bridge the opportunities gap in the North Chicago schools so that all students can have access to the high-quality education they deserve. NCCP and the North Chicago schools have shown how strong, creative public-private partnerships can help improve public schools and ensure equitable educational opportunities for all children.

NCCP started as a bold and inventive idea and has since evolved into a vibrant organization with close to 40 employees. With the help of its strategic partners and thousands of volunteers, NCCP provides programs and services to all of North Chicago's traditional public schools through its unique *community school model*. A community school is a hub which unites educators, families, and local partners to serve and support children, youth, teachers, and families. Community schools flourish when high-quality curriculum and instruction are strategically complemented by programs and services that support the whole child and create a positive learning atmosphere. Working alongside district leadership, NCCP has strategically honed its community school model, customizing it to meet North Chicago's unique needs. NCCP has fought for access to opportunities and an equitable education for every student – regardless of race, gender, language of origin, socioeconomic status, or zip code.

This past year, national conversations about unequal opportunity amidst the COVID-19 pandemic and school closures have underscored the need for us to do even more. The COVID-19 pandemic has exposed many of the weaknesses in the education system and is fueling much needed conversations about the reallocation of resources in order to provide high-quality instruction for all students. Unfortunately, it also caused school shutdowns and forced many students to transition to a remote learning platform. Educators across the nation are appropriately concerned about the learning loss for elementary and secondary students and expect the loss to be especially dramatic for low-income, Black/African American, and Hispanic students.

The success of these programs and the NCCP community school model is highly dependent upon recruiting, training, and deploying a diverse team of employees. NCCP team members are multi-talented individuals who are always encouraging students, volunteers, and teachers alike. Working at NCCP means being flexible and ready to do whatever needs to be done to help the community. From planning and implementing

engaging family events, to facilitating service days with corporate partners, to building authentic relationships with volunteers and teachers, team members maintain a smile on their faces and a focus on their personal passion and vision for North Chicago. For many of its team members, this work is personal. 70% of NCCP's employees grew up or currently reside in North Chicago, Waukegan, or Zion – and all care deeply about alleviating educational inequity and making a conscious decision to be part of the solution.

REPORTING RELATIONSHIPS

The Director of Development will report to the Co-founder and Executive Director, Jennifer Grumhaus.

FROM THE CO-FOUNDER AND EXECUTIVE DIRECTOR

For more than twelve years, North Chicago Community Partners has been fighting for educational equity. Our focus has been to mobilize resources from throughout the community to help lessen the opportunity gap for students enrolled in North Chicago's public schools. Our efforts, and those of our partners and volunteers, have helped change the lives of many for the better.

Now, more than ever, NCCP is committed to fighting boldly for the future of all children and to developing a team of highly skilled community leaders. Our story is powerful and our current donor base is strong and committed; however, we need to diversify and grow our revenue streams and build our fundraising capacity and infrastructure. We also need to leverage the outreach efforts of our newly formed marketing and communications team to increase connections with donors and prospects. Finally, we need to grow our board and better engage them in friend raising and fundraising.

We are seeking a development professional who is passionate about equity, effective in their field, entrepreneurial and eager, and interested in being part of a team that transitions NCCP from a grassroots venture to a mature organization.

–Jennifer Grumhaus, Co-Founder and Executive Director

PRIMARY RESPONSIBILITIES

The Director of Development will

- design and execute an annual development plan to raise funds for NCCP's operating budget each year;
- secure new funding sources to ensure the organization's sustainability;
- mentor and support the Board of Directors in its fundraising work and increase their capacity for fundraising;
- work with Executive Director to develop a formal major gifts program, including identification, cultivation, and solicitation of major individual, foundation, and corporate donors;
- manage the individual major gifts program, including the creation of metrics, expanding the prospect pipeline, implementing new donor tracking, and Board introductions;
- implement a strong donor stewardship program that increases donor engagement, loyalty, and retention;
- lead all phases of the grant funding cycle for foundation, corporate and government funders—from prospect identification, cultivation, and solicitation to compliance and stewardship, including grant writing, reporting, and documentation,
- design and direct annual giving campaigns;

- transition donor records and historical giving to the organization’s existing CRM and develop a useful data dashboard to monitor progress in fundraising;
- mentor and educate the organization on fundraising best practices and the importance of fundraising to meet NCCP’s mission;
- develop and cultivate a personal connection to the community served by NCCP while serving as an ambassador for the organization;
- serve on NCCP’s Leadership Team; and
- evaluate external feedback from the community to inform development strategy.

LEADERSHIP AND KEY COLLEAGUES

Jennifer Grumhaus

Co-founder and Executive Director

Jennifer Grumhaus co-founded North Chicago Community Partners in 2008 and currently serves as the organization’s Executive Director. Prior to creating North Chicago Community Partners, Jennifer served as a volunteer consultant for the Gorter Family Foundation and was the Executive Director and Development Director of City Year Chicago. Jennifer began her professional career at Goldman, Sachs & Co., where she worked as an Analyst and Associate in Real Estate Investment Banking, Domestic Privatization, and Strategic Planning and Administration. Jennifer received an M.B.A. from Harvard University and a Bachelor of Arts degree from Wellesley College. She is an active member of the Founders’ Board of the Ann & Robert H. Lurie Children’s Hospital of Chicago and the Stanley Manne Children’s Research Institute Board and is a former Director of Lake Forest Bank & Trust. Jennifer is the proud mother of five children.

Kelly Gallego

Executive Program Director

Over the past decade, Kelly Gallego has cultivated her career in education, community engagement, and professional development. She graduated from Northern Illinois University with a B.S. in Elementary Education in 2009 and earned a Professional Development Training credential through Gateways to Opportunity. Kelly facilitated training workshops on interpersonal relations within educational communities, and brought her professional development expertise to NCCP, where she began working in 2016. Kelly is a graduate of Waukegan High School.

Lauren Chase

Director, Community Outreach and Engagement

Lauren Chase graduated from Washington University in Saint Louis in 2017 with a B.A. in Educational Studies and a minor in Writing. Prior to joining NCCP in the fall of 2019, Lauren implemented intensive school-based support to a caseload of students at Amundsen High School with Saga Education. Her prior experience includes facilitation, community organizing, event planning, and educational research. Working to reduce inequities in the American education system is her driving force. She is particularly passionate about community engaged approaches to change-making, and empowering stakeholders in the process.

PREFERRED COMPETENCIES AND QUALIFICATIONS

North Chicago Community Partners seeks a Director of Development with

- a commitment to the mission of North Chicago Community Partners and the community school model;
- an ability to build meaningful and enduring relationships with new and existing donors;
- an ability to be an authentic and passionate storyteller on behalf of NCCP;

- experience working with a Board of Directors and corporate partners;
- campaign experience, particularly major giving campaigns;
- experience securing gifts with significant organizational impact;
- an understanding of endowment-building;
- strong interpersonal communications and writing skills and fluency in the creation of winning grant proposals from private and public sources;
- an ability to lead and motivate staff and volunteers;
- a positive attitude, a desire to show concern for people and the community, to demonstrate presence, self-confidence, common sense, and good listening abilities;
- an ability to work independently, without administrative support; and
- facility with technology and fundraising software.

This position requires at least six years of experience in nonprofit fundraising or private sector revenue generation. Experience working with programs that support children, students, and families is desirable.

SALARY & BENEFITS

North Chicago Community Partners offers a comprehensive package of employee benefits including ongoing training and professional development; health benefits with multiple plan options (BCBSIL HMO and PPO); vision benefits; dental benefits; 401K with company matching; and life insurance. The salary range for this position is \$90,000 to \$110,000 annually.

LOCATION

This position is based in Lake Bluff, Illinois, 35 miles north of Chicago, with its principal mission dedicated to the traditional public schools in North Chicago Community Unit School District 187 (D187). While there is flexibility to work remotely on select projects or when there are extraordinary personal circumstances, the consistent, in-office presence of each leadership team member is important for individual growth and the development of the NCCP team.

APPLICATION INSTRUCTIONS

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

NCCP is an equal opportunity employer. It does not discriminate against any individual on the basis of age, gender, race, creed, color, handicap or developmental disability, marital status, sexual orientation, national organization, ancestry, religion or citizenship status or any other basis prohibited by local, state or federal law. This policy applies to all employment decisions including but not limited to recruitment, hiring, training and development, compensation, benefits, promotions, transfers, layoffs, and other conditions of employment. All inquiries will be held in confidence.

To apply for this position, visit:

[Director of Development, North Chicago Community Partners.](#)

To nominate a candidate, please contact Susan Faraone:

[susanfaraone@aspingleadershipgroup.com.](mailto:susanfaraone@aspingleadershipgroup.com)