

ASPEN • LEADERSHIP • GROUP

CHIEF DEVELOPMENT OFFICER

CAMP FIRE NATIONAL

Kansas City, Missouri

www.campfire.org



The Aspen Leadership Group is proud to partner with Camp Fire in the search for a Chief Development Officer.

Reporting to the Chief Executive Officer of Camp Fire's National Headquarters, located in Kansas City, Missouri, the Chief Development Officer will have the opportunity to create a new five-member national development team for this nonsectarian, coeducational youth development organization. Camp Fire seeks a dynamic, creative leader with an entrepreneurial spirit and experience in foundation, corporate, and individual giving to lead this new phase of the organization's evolution.

Camp Fire's National Headquarters serves 54 Camp Fire Councils in 24 states and the District of Columbia. Councils deliver programs at more than 1100 program sites across the system. With the benefit of several strategic capacity building grants from national foundations, Camp Fire National has developed a five-year business plan and is poised to create a development team whose goals are to engage new philanthropic partners at the national level, and to work in close partnership with Councils around the country on the creation of a shared philanthropy-building strategy that can increase the fundraising capacity of the system as a whole.

Two of the five team-members are planned as Regional Directors of Development, to be located in regions of the country that will enable them to work closely with Councils. Another two staffers will be located in Kansas City with responsibility for building and maintaining the necessary infrastructure to support a best practice fundraising program. Having recently completed important work in refreshing its brand and building out a distinctive program approach to its youth development programs that is research and outcomes-based, Camp Fire is ready to expand its ability to seek out philanthropic support. Councils are organized as affiliates of the national organization, each as a separate 501(c)(3). They look to Camp Fire National for all manner of program and capacity building support, and the national development team will be responsible for working closely with leaders and fundraising professionals in the Councils to build a successful program.

For over 100 years Camp Fire has actively engaged youth and teens in building essential skills for life. Camp Fire has been a leader and innovator in youth development from the very beginning and is proud to have led the way on some important issues. Its heritage of cultivating community building, supporting academic readiness, and embracing diversity sets it apart. Camp Fire provides a nurturing, constructive, and fun environment for young people to discover their sparks—unique skills, passions, and interests—and adopt a growth mindset. Youth chart their own course to healthy habits, community leadership, and connection to nature in collaboration with trained, caring adults. In turn, Camp Fire youth give back by sharing those skills in their communities. Every Camp Fire program employs their proven methodology for helping youth thrive. They call it *Thrive{ology}*. *Thrive{ology}* helps youth find their sparks and discover who they are. Camp Fire's trained, caring adult leaders then nurture that discovery giving youth the tools they need to become leaders in their community, school, or their peer group today.

REPORTING RELATIONSHIPS

The Chief Development Officer will report to the President and Chief Executive Officer.

PRINCIPAL OPPORTUNITIES

Camp Fire's mission is clear and the opportunity for an energetic, entrepreneurial development professional truly inspiring. The Chief Development Officer for Camp Fire National Headquarters will have the opportunity not only to build a national development staff and program from the ground up, but also to help create and foster a new culture of collaborative philanthropy, building in partnership with Councils across the country, from Alaska to Florida, Texas to Minnesota, and more.

With its innovative youth development framework, dubbed *Thrive{ology}* and research-based programs emphasizing social and emotional learning (SEL) solidly in place, the case for support for Camp Fire is strong. Regular research and evaluation provide data-based evidence of clear results, further supporting the potential for additional investment from foundations, corporations, and committed individuals. Camp Fire programs make a difference in the lives of youth and teens across the country (having served 153,891 young people in 2016, to be exact).

Camp Fire is at a pivotal moment in its venerable history, one in which philanthropy plays a critical role. Having received strategic investments from several prestigious foundations, the most recent of which is a grant of \$2.5M from the S.D. Bechtel, Jr. Foundation, a top priority for Camp Fire is strengthening the capability of its National Headquarters to collaborate with and support Councils based on a carefully framed five-year business plan. A key component of the plan is a healthy, sustainable fundraising operation that can provide resources at the national and Council levels.

PRIMARY RESPONSIBILITIES

The Chief Development Officer will

- build and lead a new, highly effective development team of five professionals for Camp Fire National Headquarters over the next 18-24 months, including establishment of the infrastructure necessary to support the team;
- design, implement, and manage a comprehensive fund development plan that supports the goals of the five-year plan;
- create the case for support for Camp Fire, The Camp Fire Promise and mission, working closely with the CEO and marketing communications staff;
- create and oversee a strategy of shared philanthropy building in cooperation with leaders and development professionals from Camp Fire's local Councils across the country and establish appropriate criteria for how philanthropic support will be shared between National and Councils;
- in consultation with the CEO and board leaders, create and execute strategies to solicit 5-, 6-, and 7-figure gifts from foundations, corporations, and individuals, while building a regional major gifts program (\$25k+) in partnership with Councils;
- personally manage a portfolio of foundation, corporate, and individual prospective donors;
- support the CEO and board chair in expanding Camp Fire National board membership, and increasing the board's effectiveness in resource development;
- manage, mentor, and inspire HQ development staff, building a team capable of working well together across different locations;

- nurture a culture of entrepreneurship and collegiality between the National development team, other National staff members, and Council colleagues;
- foster strong and long-lasting relationships between current and potential philanthropic partners, Camp Fire CEO and board leaders as well as Council leaders and their board members as appropriate; and
- oversee the implementation of best practices in the management of the donor database, prospect development practice and advancement operations.

KEY COLLEAGUES



Cathy Tisdale

President and Chief Executive Officer

Cathy is President and CEO of Camp Fire National Headquarters. Her national leadership roles include National Association of Women Professionals “Woman of the Year;” Immediate Past Chair, National Collaboration for Youth; Nonprofit Leadership Alliance Executive Committee and Board of Directors; America’s Promise Alliance Trustee; and she recently was named to the Board of Governors for the Academy of Education Arts & Sciences. In Kansas City, Cathy is a member of the United Way of Greater Kansas City’s Executive Leadership Circle; the Leadership Council of the Greater Kansas City Chamber of Commerce, a charter member of the Chamber’s Executive Women’s Leadership Council; and a charter member of the Nelson-Atkins Museum of Art’s Committee of 100. Cathy is a featured speaker at national conferences focusing on leadership, organization effectiveness, and youth development; and contributes to national media publications.



Douglas Anderson

Chief Operating Officer

Doug leads the Camp Fire National Headquarters Council Effectiveness team and Camp Fire’s Programs and Curricula. He has an extensive background in nonprofit management that includes many years dedicated to working with at-risk teens. Doug’s past experience includes working with local Salvation Army Corps Community Centers and a large children’s home in Illinois, and as a fund development consultant. Prior to coming to Camp Fire, he spent five years as the founding Executive Director of the Highlands Teen Challenge Kansas City Girls Home. Doug is currently pursuing his Doctorate in Leadership from the Assemblies of God Theological Seminary at Evangel University. He holds a Master’s Degree in Leadership and Management from the Assemblies of God Theological Seminary and a Bachelor’s Degree from the University of Iowa. He lives in Lee’s Summit, Missouri with his wife and three daughters.



Patti Gardner

Chief Business Officer

Patti received her Bachelor of Science degree in Business Administration from Kansas State University and is a licensed CPA. She has over 30 years of diverse experience in all aspects of finance and accounting, working with various sizes and types of companies, including 16 years in public accounting. Prior to joining Camp Fire National Headquarters, she served as a Chief Financial Officer for both a not-for-profit organization and a small entrepreneurial business as well as a Business Unit Controller for a publicly traded Fortune 500 firm. Patti is an active member of Financial Executives International and the Missouri Society of CPAs.



Erin Risner
Director, Marketing & Communications

Erin began her career in the nonprofit world as part of the small marketing team that helped the then-unknown international water organization rebrand to become Water.org. After four years there growing in her career, she joined a global social entrepreneurial venture called The Way Women Work, whom she also helped rebrand, build their community, and launch the award-winning book, UNDETERRED.

Erin has spent the past five years in the tech and security world with encrypted software company SpiderOak, recently in the position of Chief Communications Officer. Erin's career travels, which have taken her to Argentina, Brazil, Philippines, China, Vietnam, Haiti, Bangladesh, and Lithuania, have contributed greatly to the person she is today. For the past eight years she has proudly served on the board for Girls to School, a nonprofit that supports girls and women in Mauritania, West Africa. Erin graduated from Drury University with a Bachelor's degree in Integrated Media and Global Studies. She lives in Kansas City with her awesome husband Chad, and hilarious and fun two-year-old son, Everett.



Shawna Rosenzweig
Director, Program Effectiveness

Shawna earned a Master's degree in Curriculum & Instruction at University of Wisconsin-Madison. She holds a BA in Sociology and a minor in Education and Applied Psychology from University of California Santa Barbara. For the past decade, Shawna has worked in Positive Youth Development, bringing with her an expertise in curriculum design, civic engagement, and program quality improvement in out-of-school-time settings. Shawna joined Camp Fire in June 2013. Previously, she worked as a Program Specialist at Thrive Foundation for Youth and as a Curriculum Specialist and Senior Trainer/Educator at Global Kids in New York City. Shawna also spent time in the Middle East, developing and

facilitating education material for various organizations promoting conflict resolution among teens in the Israeli Palestinian Conflict, including Seeds of Peace, Just Vision, and Parents Circle-Families Forum. In her current role, she is responsible for Camp Fire National Headquarters' program quality, evaluation, and program staff training and development efforts.



Jane Parker
National Vice Chair
CEO, InterbrandHealth

Jane Parker is the CEO of InterbrandHealth, the health and life sciences division of the Interbrand Group, which is the world's leading branding consultancy. Since joining the agency in November 2007, Jane has leveraged her leadership abilities and vast knowledge of the healthcare sector to strategically restructure the organization, making it more client-focused and increasing its overall global footprint. Prior to joining

InterbrandHealth, Jane was group president of GreyHealthcare, where she grew revenues from \$8.5 million to over \$50 million and was responsible for 350 people worldwide.

CANDIDATE QUALIFICATIONS AND QUALITIES

The successful candidate for the position of Chief Development Officer should have

- a deep commitment to serving children and youth in diverse and inclusive environments;
- demonstrated success in personally soliciting significant gifts and grants from foundations, corporations, and individuals;
- a high-energy, entrepreneurial nature and an interest in creating a new team and fostering a new culture of philanthropy from the ground up;
- experience working with non-profit boards to build effective fundraising programs;
- experience in a national non-profit with a chapter/council organizational structure;
- proven interpersonal skills, including the ability to communicate effectively and concisely (both in writing and orally) with multiple audiences, listen as well as give advice, and respect others;
- personal characteristics associated with successful fundraising professionals, including a vigorous work ethic, sound judgment, impeccable integrity, demonstrated initiative, appropriate professional appearance, intellectual curiosity, personal and professional stamina, and temperament to work effectively and productively with colleagues, donors, volunteers;
- experience in and commitment to using computer-based donor relationship management systems in support of fundraising efforts; and
- willingness to travel nationally as required to build philanthropic support for Camp Fire and its Councils.

A bachelor's degree is required for this position; an advanced degree in a relevant field is a plus. The successful candidate will be a seasoned non-profit development professional with a minimum of ten years of direct fundraising experience, including five years in progressively responsible management positions. Strong preference will be given to candidates that would like to work from the National Headquarters office and reside in the Kansas City region.

SALARY & BENEFITS

Camp Fire offers a competitive salary and a comprehensive benefits package.

LOCATION

Camp Fire National Headquarters is located in Kansas City, Missouri, a major metropolitan area with a diverse population of more than 2 million people. Kansas City is well known for its contributions to the musical styles of jazz and blues as well as to cuisine, specifically, Kansas City-style barbecue. With over 200 fountains it has earned the nickname, "City of Fountains." The city also has more boulevards than any city except Paris and has been called Paris of the Plains. Many universities, colleges, and seminaries are located in the Kansas City metropolitan area, including the University of Missouri–Kansas City, Rockhurst University, and Kansas City Art Institute.

DIVERSITY AND INCLUSION

Camp Fire recognizes dignity and worth. As one of the nation's leading youth development organizations, Camp Fire takes pride in its long-standing commitment to providing programs and services to all youth and families. Camp Fire works to realize the dignity and worth of each individual and to eliminate human barriers based on all assumptions that prejudice individuals. Designed and implemented to reduce sexual, racial, religious, and cultural stereotypes and to foster positive intercultural relationships, in Camp Fire, everyone is welcome.

APPLICATION DEADLINE

All applications must be accompanied by a cover letter and résumé. Before submitting your materials, please read them over for accuracy. Review of applications will begin immediately and continue until the successful candidate has been selected.

To nominate a candidate, please contact Susan Faraone: susanfaraone@aspenleadershipgroup.com.

All inquiries will be held in confidence.

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