



CHIEF DEVELOPMENT OFFICER
[GOODWILL SOUTHERN CALIFORNIA](#)
Los Angeles, California



The Aspen Leadership Group is proud to partner with Goodwill Southern California in the search for a Chief Development Officer.

The Chief Development Officer will plan, direct, implement, and manage all aspects of Goodwill Southern California's (GSC) fund development program including strategic planning, budgeting, identification, cultivation, solicitation, receipt, acknowledgment, stewarding, recording, reporting, evaluation of financial and in-kind contributions, and grant income. The Chief Development Officer will secure funds from both public and private sources to help meet the organization's annual operating budget and new initiatives. As a visible leader involved in setting the direction of the overall organization and furthering GSC's culture of philanthropy, the Chief Development Officer will provide active leadership in articulating fundraising strategies, goals, and campaigns. The Chief Development will expand GSC's donor base, with a particular focus on identifying and cultivating the next generation of major donors while managing, inspiring, and retaining a high performing development team.

Founded in the early 1900s in Boston, Goodwill Industries introduced a model that differed from other charities of the day. Goodwill would collect donations from wealthier communities, then employ people in need to repair and restore the items before selling the renewed goods for profit. The profits were used to pay the people who refurbished the goods. While Goodwill Industries is officially a secular organization today, it was originally supported by Methodist Church funding to expand across the country. Originally opened in the heart of Los Angeles in 1916, Goodwill Southern California employed many low-income immigrants and residents. The founder of Goodwill Southern California, Katherine Higgins, also started health care programs for working parents, day care programs, and English as a Second Language classes. Goodwill Southern California has expanded from those humble beginnings in Los Angeles to operate over 80 stores, 46 attended donation centers, three campuses, five Career Resource Centers, and three WorkSource Centers throughout Los Angeles, Riverside, and San Bernardino counties.

Goodwill Southern California was founded with a mission to *Transform Lives Through the Power of Work*. Goodwill Southern California serves individuals with barriers to employment by providing education, training, work experience, and job placement services. Centered around four key values, Goodwill Southern California treats everyone with respect, conducts business with integrity, pursues a vision of excellence and continuous improvement, and service to clients and each other.

Green since 1916, Goodwill Southern California takes pride in being an environmentally responsible organization. Each year, 2.6 million donations of unwanted items help Goodwill Southern California save more than 100 million pounds of usable goods and waste from landfills, while also helping to fund training and job placement for thousands of people each year. These job placement and recruitment services have a positive impact on the local economy as well. Goodwill Southern California's programs help reduce unemployment, poverty, and crime—reducing the need for costly government support services while boosting purchasing power within the local community. This commitment to the community has led to recognition for the achievement and efficiency of Goodwill Southern California. The organization is proud to ensure that 95 cents of every budget dollar directly fund the programs and services that transform lives through the power of work.

REPORTING RELATIONSHIPS

The Chief Development Officer will report to the President and Chief Executive Officer, Patrick McClenahan. The Chief Development Officer will serve on the organization's Leadership Team and will lead a development team currently comprised of four staff.

FROM THE PRESIDENT AND CHIEF EXECUTIVE OFFICER

My vision for Goodwill Southern California begins with the reason why we were created more than 100 years ago—the reason why we exist. Simply put, we exist to transform lives through the power of work. Everything we do, how we do it, and those we seek to help, is influenced by the reason why our organization was formed.

At the heart of our mission is the belief that every person in our community has value, every person has talent, and every person is deserving of our time and effort to provide a hand up and an opportunity. We focus on those with the greatest barriers to employment such as Veterans, disconnected youth, people with disabilities, the re-entry community, and people without homes. Through efforts to convene and collaborate with like-minded partners, and being thoughtful and creative, we believe we can tap into the talent of these unique populations and provide employment opportunities to anyone that wants to work—not for charity's sake but because they provide good solutions to the employment needs of businesses and organizations in our community.

Goodwill Southern California has a unique combination of history, knowledge, service, solutions, and compassion. Our large social enterprise of retail stores provides job training and employment opportunities while generating the necessary funding, along with generous financial gifts and grants, to support our dedicated team of professionals who are committed to counsel, train, place, and coach. They are servant leaders who are naturally drawn to people with multiple barriers—often serving those others will not.

Inspired by the efforts of our social enterprise, our talented and passionate team, the quality of our programs and services, and our unwavering commitment to serve our community, my vision for this organization is to be true to why we exist and to transform as many lives as possible during the next century of service.



—Patrick McClenahan, President and Chief Executive Officer

GOODWILL SOUTHERN CALIFORNIA'S COMMITMENT TO DIVERSITY, EQUITY, AND INCLUSION

Diversity, equity, and inclusion are at the heart of Goodwill Southern California—founded in Los Angeles over 100 years ago by women to help starving immigrants in the streets through the power of work. GSC is committed to ensuring that all staff engage in business practices that are rooted in compassion, empathy, and humane principles in addition to good fiscal stewardship. This includes infusing diversity, equity, and inclusion principles and practices into all human resource functions and providing easily accessible equipment, tools, and information to support an inclusive environment. GSC has developed DEI training modules for organizational training programs that are mandatory for staff across the organization and has built out its Respect, Integrity, Service, and Excellence (RISE) values to reflect DEI principles and language. The organization has also developed the GSC Career Path Training Program that leads from frontline staff to C-Suite positions. GSC has an actively engaged DEI Employee Council and a DEI Board Committee.

PRIMARY RESPONSIBILITIES

The Chief Development Officer will

- define, develop, and prioritize short- and long-term fundraising strategies and goals, including the expansion of sustainable funding and long-term programmatic support;
- identify, cultivate, solicit, and steward sources of charitable funding from foundations, corporations, and other organizations, as well as individuals who are current or prospective major gifts and annual giving donors;
- create strategies for new avenues of unrestricted funding, especially in the area of high-net-worth individuals;
- personally identify, cultivate, solicit, and steward a portfolio of major donors;
- supervise fund development campaigns and programs, including direct marketing, planned giving, campaigns, workplace giving, and Goodwill Industries;
- oversee government grant funding and follow through on the tracking of deliverables related to government funding including drawing down on funds appropriately;
- partner with leadership and the Board in the solicitation of major contributions;
- recruit, train, manage, motivate, and retain a high performing, diverse development team;
- liaison with the Development and Nominating Committees of the Board, working with the President and Chief Executive Officer to ensure that current and future Board members are effectively engaged as donors and fundraisers;
- implement fundraising practices rooted in social media and crowd funding and remain current on emerging fundraising practices;
- develop policies, protocols, training, and controls for fundraising, including gift receipt policies and donor recognition;
- ensure that effective support systems are developed and implemented for tracking donors, grants, and other fundraising activities to support the development and volunteer efforts of the Board, leadership, and staff;
- assure personal and departmental compliance with the Association of Fundraising Professionals Code of Ethics and Donor Bill of Rights; and
- serve as a passionate and compelling spokesperson for GSC, maintaining a visible presence in the philanthropic community, and establishing and advancing relationships in support of GSC's vision and mission.

LEADERSHIP

Patrick McClenahan

President and Chief Executive Officer

Patrick McClenahan is the President and CEO of Goodwill Southern California. Patrick has overall responsibility for GSC as it prepares and places thousands of individuals into sustainable employment through programs and services throughout Los Angeles, Riverside, and San Bernardino counties. As one of the leading non-profit brands in the world, and the largest non-profit in Southern California, GSC has been transforming lives through the power of work for over 100 years. GSC supports its mission with proceeds generated from more than 100 retail locations as well as from charitable donations and grants from the public and private sectors. GSC is a rapidly evolving organization focused on its mission, on its people, and on its future.

Prior to coming to Goodwill, Patrick served as President and CEO of the 2015 Special Olympics World Games, the largest sports and humanitarian event in the world. The event engaged all Southern California as 6,500 athletes from 164 countries inspired acceptance and inclusion through their courage, determination, and joy.

Prior to the World Games, Patrick was a longtime sports and media executive in Los Angeles. He is also active in providing leadership in the community having served as Chairman of the Board of Directors for Special Olympics Southern California and in leadership roles on the boards of the Los Angeles County Economic Development Corporation and a member of the LA Chamber of Commerce CEO Council.

A native of Los Angeles, Patrick is a University of Southern California alumnus. He and his wife, Karren, are the proud parents of Eric and Kelly. Kelly has Cerebral Palsy and is a key inspiration in Patrick's desire to serve individuals with special needs.

Patrick is honored to have the opportunity to lead Goodwill Southern California's efforts to transform lives through the power of work.

PREFERRED COMPETENCIES AND QUALIFICATIONS

Goodwill Southern California seeks a Chief Development Officer with

- a commitment to the mission of Goodwill Southern California—to transform lives through the power of work, serving individuals with barriers to employment by providing education, training, work experience, and job placement services;
- an ability to lead and articulate a vision and plan for fundraising—to execute plans, reach goals, and develop and lead diverse staff and volunteers into a highly functioning team;
- extensive knowledge of the principles and strategies that span major gifts, campaigns, annual giving, and planned giving;
- experience with all facets of board management and development, including recruiting, training, and supporting Board members in their roles as fundraisers;
- a history of securing significant support across funding streams including annual giving, major gifts, planned giving, corporate giving, foundation grants, special events, and campaigns;
- experience in the formation, presentation, and negotiation of high-level gift arrangements, including involvement in individual and institutional gifts of significant institutional impact from foundation, corporate, and government entities;
- an ability to partner with business executives, philanthropists, and community leaders of high-net-worth with sensitivity and integrity;

- exceptional interpersonal skills including an ability to inspire and motivate within a collaborative environment that is conducive to open and direct communication with individuals of varying degrees of involvement with GSC and its work;
- a results-oriented approach and an ability to think strategically, generate new ideas, prioritize, plans, set and implement goals and objectives, and follow-through; and
- knowledge of the Southern California philanthropic landscape as well as established relationships with major gifts donors and donor prospects in Southern California (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 progressively responsible fundraising and management experience.

SALARY & BENEFITS

The salary range for this position is \$200,000 to \$220,000 annually. Goodwill Southern California offers a comprehensive package of benefits including medical and dental plans, 403(b) employee retirement saving plan; health and wellness resources; paid time off; tuition reimbursement, basic and voluntary life insurance plans; employee assistance plan; and individual and dependent flexible spending accounts.

LOCATION

This is a hybrid position. The Chief Development Officer may work a hybrid schedule from the Los Angeles area and will be expected to be in the Goodwill Southern California corporate office, located near downtown Los Angeles, on a weekly basis or as needed. This position also requires travel within Southern California (25% to 50%).

APPLICATION INSTRUCTIONS

All applications must be accompanied by a cover letter and résumé. ***Cover letters should be responsive to mission of Goodwill Southern California as well as the responsibilities and qualifications presented in the prospectus.*** Preference will be given to applications received by March 28, 2023.

To apply for this position, visit:

[Chief Development Officer, Goodwill Southern California.](#)

To nominate a candidate, please contact Felicia Garcia-Hartstein:

[feliciaqh@aspenleadershipgroup.com.](mailto:feliciaqh@aspenleadershipgroup.com)

All inquiries will be held in confidence.