



**CHIEF DEVELOPMENT OFFICER
THE HOLE IN THE WALL GANG CAMP
New Haven, Connecticut
[The Hole in the Wall Gang Camp](#)**



a seriousfun camp

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

The Chief Development Officer will provide operational oversight of a dynamic development department utilizing innovative approaches to optimize all revenue sources as well as a strategic vision for the camp's fundraising future. The Chief Development Officer will establish, manage, and enhance relationships with individual donors, corporate partners, foundation leaders, and third-party groups. Half of the children that attend Camp self-identify as Black, Indigenous, and/or people of color and The Hole in the Wall Gang Camp is committed to ensuring that the voices of its BIPOC campers, families, and staff have representation at the highest levels of the organization.

The Hole in the Wall Gang Camp is dedicated to providing "a different kind of healing" to seriously ill children and their families throughout the Northeast, free of charge. It's a community that celebrates the fun, friendship, and spirit of childhood, where every kid can "raise a little hell." Camp's goal is to ensure that children with serious medical conditions such as cancer, sickle cell disease, and other rare diseases have the chance to experience the world of possibilities that camp has to offer. Through the generosity of others, The Hole in the Wall Gang Camp community provides this unique healing experience to kids in need and their families, including those who may not be able to come to camp.

The Hole in the Wall Gang Camp was founded in 1988 by Paul Newman with one simple premise in mind: to provide opportunities for children with serious illnesses to experience the transformational spirit and friendships that go hand-in-hand with camp. It was Newman's dream that The Hole in the Wall Gang Camp, with its unobtrusive expert medical care, would provide seriously ill children with a fun-filled experience defined by compassion, laughter, and acceptance.

When Camp opened in June 1988, campers found a kid-sized old west setting inspired by "Butch Cassidy and the Sundance Kid," filled with traditional summer camp programs adapted so that children with physical and medical differences could participate. The accessibility of the programs along with a significant, yet unobtrusive medical presence allowed campers to embrace possibilities and safely challenge perceived limitations. Among kindred spirits facing similar challenges, they escaped isolation and found a community defined by acceptance.

In 1989, the healing power of The Hole in the Wall Gang Camp extended to families with the introduction of a summer session for the healthy siblings of campers. In 2002, one charismatic counselor, armed with paints and craft projects, ventured into a Connecticut hospital and proved that the fun and friendship experienced at Camp were portable. That is how the [Hospital Outreach Program](#) began and today more than 30 full-time specialists are serving more than 40 hospitals and clinics. Since 1992, [Parent & Caregiver Retreats](#) have offered current camper parents a multitude of ways to expand their supportive community

and connect with other Camp families and in 2013, [CampOut](#) was launched, bringing the fun and friendship of Camp directly into camper homes and communities.

What started as a summer camp that served 288 campers during its first year in 1988, now provides hope and healing to more than 20,000 seriously ill children and family members annually through a variety of year-round programs – always free of charge.

REPORTING RELATIONSHIPS

The Chief Development Officer will report to the Chief Executive Officer Jimmy Canton, and oversee a team of fourteen professionals including five direct reports: the Senior Director, Development; Director, Annual Giving and Donor Relations; Director, Special Events; Director, Community and Corporate Partnerships; and Senior Director, Mid-Atlantic Development.

PRINCIPAL OPPORTUNITIES

Building on more than three decades of programmatic and fundraising success, The Hole in the Wall Gang Camp is at an exciting and critical juncture in its storied history. Planned, significant expansion of Hole in the Wall's year-round programming for seriously ill children and their families from the Northeast further into the mid-Atlantic region will require a visionary, versatile, and transformational development professional who will inspire both by their leadership example and their skills as a highly effective frontline fundraiser. The successful candidate will be charged with passionately pursuing opportunities to maximize existing revenue sources while also strategically building new fundraising initiatives, leading campaigns, and broadening Camp's donor base to fuel future growth and ensure sustainability. This is a once-in-a-lifetime career opportunity for a driven development leader who is seeking a purpose-driven path working alongside a compassionate, supportive, and collaborative community of like-hearted individuals who have made Hole in the Wall Founder Paul Newman's dream their own. The Chief Development Officer will not only find a professional home in Hole in the Wall, but also the chance to be a future-minded fundraising force whose leadership will ensure that thousands of currently unserved seriously ill children and their family members will be able to experience Paul Newman's dream of "a different kind of healing."

–Jimmy Canton, Chief Executive Officer

PRIMARY RESPONSIBILITIES

Development Department Oversight

The Chief Development Officer will

- manage a personal prospect portfolio and serve as Hole in the Wall's senior major and principal gift officer, securing financial support (gifts of \$100,000+) to meet ambitious revenue goals critical to advancing key elements of the organization's dynamic mission;
- develop strategic plans and design successful fundraising initiatives while closing leadership commitments for annual fundraising priorities and capital campaigns;
- mentor department directors and oversee all revenue sources including annual giving, events, corporate partnerships, peer-to-peer fundraising, foundations, major gifts, and planned giving;
- collaborate with department directors to establish annual revenue goals, monitor fundraising budgets, and develop future-minded strategies aligned with the organization's long-term aspirations and objectives;
- maintain a dedicated departmental focus on sourcing new donors and growing the donor base in both the Northeast and Mid-Atlantic;
- support and staff the CEO in frontline fundraising activities and Board relations;
- provide routine reports as well as income and expense projections for CEO and CFO review;

- encourage continual assessments, reviews, and evaluations of departmental activities, policies, and procedures;
- establish metrics, monitor results, and evaluate the effectiveness of all development areas;
- coordinate fundraising efforts with the SeriousFun Children’s Network Support Center and member camps; and
- collaborate with the CCO on all development-related communications.

Management

The Chief Development Officer will

- clearly communicate expectations, goals, and departmental objectives;
- articulate an inspiring vision and demonstrate a sincere commitment to organizational success;
- nurture, motivate, and lead a team of passionate development colleagues who are results oriented;
- capably supervise staff working remotely and effectively facilitate virtual collaboration with colleagues; and
- ensure compliance with relevant regulations and laws, maintain accountability standards to donors, and adhere to codes of ethical principles and standards of conduct for fundraising professionals.

Board Relations

The Chief Development Officer will

- prepare reports and presentations for each Board of Directors meeting (3-4 annually);
- prepare agendas, reports, and presentations for Development Committee conference calls (3-4 annually);
- collaborate with Board and Committee members to identify new fundraising strategies and prospects;
- work closely with the Development Committee Chair in setting annual fundraising goals and strategies; and
- support and staff Board members in frontline fundraising activities as needed.

KEY COLLEAGUES



Jimmy Canton
Chief Executive Officer

James H. Canton has had a relationship with The Hole in the Wall Gang Camp since it began in 1988. During that time he has been a counselor, unit leader, assistant director and for eight years, camp director. He was appointed as Chief Executive Officer in the Spring of 2002.

As camp director, Canton led the development of various programs to extend the healing touch of Camp throughout the year. Fall and spring weekend programs were created to serve the previous summers’ campers, as well as family retreats for children who might not have the chance to experience a summer session.

Under his leadership as CEO, the Camp’s Hospital Outreach Program was commissioned to bring Camp to hospitalized children. What began as a summer camp in 1988 serving 288 children has grown, under Canton’s leadership, to a year-round center serving more than 20,000 children and family members annually. He continues to volunteer during two sessions at The Hole in the Wall Gang Camp in Ashford, Connecticut, participating actively with campers in the Camp program.

Canton has played a part in programmatic development of many SeriousFun Children’s Network camps. He has also assisted with the launch of sister camps around the world, including those in France, Italy,

Hungary, Japan, and the Network's first camp programs in Africa. He has helped to advance the SeriousFun Children's Network accrediting criteria throughout the world and participates as a site visitor in the accreditation process.

Canton graduated from Stanford University with a B.A. in humanities and received a master's degree in theology from Yale Divinity School.



Allison Picott
Development Committee Chair
Director of Development, The Lenny Zakim Fund

A seasoned development professional, Allison Picott comes to The Lenny Zakim Fund from the Social Innovation Forum where she served as Director of Development. Her work experience includes positions as a frontline fundraiser for Phillips Academy Andover, the Walnut Hill School, and Boston College Law School, a development consultant with the Wayland Group, and founder and principal of Advancement Advisers. A graduate of Phillips Academy Andover, Trinity College, and the University of Pittsburgh School of Law, Picott began as a law clerk with the Massachusetts Superior Court and a lawyer with Nixon Peabody and Prince Lobel Tye. Picott currently serves as a director of The Hole in the Wall Gang Camp and Vice President of the Empire Loan Charitable Foundation. She has the proud distinction of being the youngest recipient of Andover's Distinguish Service Award and the first African American alumna to serve on Andover's Board of Trustees. A long-time resident of Boston's South End, Picott enjoys walks with her dogs, cooking, traveling, and boxing.



Kevin Magee
Chief Financial Officer

Kevin M. Magee has successfully stewarded the finances of Camp since 1991. He is also a dedicated and regular volunteer counselor in Camp's signature summer program. An avid fisherman, Magee enjoys sharing the pleasure and excitement of boating and fishing with campers – many of whom catch their first fish off the dock at Pearson Pond.

A graduate of the University of Connecticut, Magee holds a B.S. in accounting and is a member of the AICPA and the CSCPA.



Ryan Thompson
Chief Communications Officer

Ryan Thompson began volunteering as a cabin counselor at The Hole in the Wall Gang Camp in the summer of 2009 and joined the staff in 2011. In his current role as Hole in the Wall's Chief Communications Officer, Thompson oversees all Camp communications.

He previously served as Director of Development and the East Coast Regional Office at the University of Chicago Booth School of Business. Prior to joining the University of Chicago, Thompson spent several years at Fordham University, serving as a media relations specialist, editor and Assistant Director of Corporate and Foundation Relations.

Thompson holds two degrees from Fordham, a B.A. in communication/media studies and an M.A. in public communications. He also has taught as an adjunct professor at Fordham College at Lincoln Center, where he designed an experiential public relations course for undergraduate students.

PREFERRED QUALIFICATIONS

The Hole in the Wall Gang Camp seeks a Chief Development Officer with a proven track record of effective leadership and successful fundraising at a comparably sized organization. A bachelor's degree is required for this position as is at least ten years of experience in nonprofit development and fundraising, including capital campaign and supervisory experience.

DIVERSITY, EQUITY, AND INCLUSION

The Hole in the Wall Gang Camp was founded by Paul Newman on the principles of inclusivity and acceptance, with programming that was free of charge for all participants and designed so that every child could participate, no matter their medical or physical differences. Over the years, this levelling of the playing field has also required a broader, bolder, and more intentional commitment to diversity, equity, and inclusion. With half of the Camp's service population being people of color, there is a significant sense of urgency to increase representation organization-wide as well as to advance anti-racism and racial equity initiatives that will serve to strengthen the Camp's enduring commitment. The Hole in the Wall Gang Camp is currently engaged in a multi-year, multi-pronged action plan to ensure that its Founder's original intent remains a dynamic and aspirational commitment embraced and advanced at all levels of organizational life.

SALARY & BENEFITS

The Hole in the Wall Gang Camp offers a competitive salary and benefits package.

LOCATION

The Hole in the Wall Gang Camp's corporate offices are located in New Haven, Connecticut. The organization provides flexible scheduling and telecommuting opportunities although the Chief Development Officer will be expected to be on-site for a minimum of two days each week for in-person supervision and collegial collaboration. During COVID-19, development staff are working remotely. Office opportunities are available for responsibilities deemed essential. Most donor visits are being conducted virtually via Zoom.

APPLICATION INSTRUCTIONS

All applications must be accompanied by a cover letter and résumé. ***Cover letters should be responsive to the mission of The Hole in the Wall Gang Camp to provide a "different kind of healing" to seriously ill children and their families throughout the Northeast, free of charge.*** Review of applications will begin immediately and continue until the successful candidate has been selected.

To apply for this position, visit:

[Chief Development Officer, The Hole in the Wall Gang Camp.](#)

To nominate a candidate, please contact Anne Johnson:

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

All inquiries will be held in confidence.