



**DIRECTOR OF DEVELOPMENT**  
**RESULTS EDUCATIONAL FUND**

**Location – Flexible (Washington, DC or Seattle, Washington preferred)**



The Aspen Leadership Group is proud to partner with RESULTS Educational Fund in the search for a Director of Development.

The Director of Development will oversee individual giving across fundraising channels, including major gifts, planned giving, annual fund, and peer-to-peer fundraising. The Director of Development also will work closely with the Director of Donor Communications on internal and external collateral. Building upon a strong base of donors, the Director will lead, design, implement, and evaluate a comprehensive strategy to grow and cultivate major gifts support, expand the annual giving and planned giving programs, and oversee the organization's special events and grassroots fundraising programs. The Director will work in close collaboration with the Vice President for Philanthropy, the Associate Vice President for Development Strategy and Administration, the Director of Donor Communications, as well as others on the development team. The Director of Development will ensure that annual individual giving targets are met and that donors are appropriately cultivated, solicited, acknowledged, and stewarded.

RESULTS is a movement of passionate and committed people whose mission is to create the political will to end poverty in the United States and around the world. RESULTS empowers individuals to exercise their personal and political power for change by mobilizing the voices of grassroots constituent advocates throughout its nationwide network to leverage public investment in programs and improved policies that reduce poverty and inequality. Over the last 40 years, RESULTS advocates have been building strong relationships with members of Congress, engaging with the media, and collaborating with an array of partners throughout the country and around the world.

RESULTS identifies the highest-impact policy solutions to poverty and catalyzes an advocacy movement that secures the political leadership, focus, and resources to get the job done. With this strategy and cutting-edge partnerships—comprised of partners across five continents and a network of volunteers in all 50 states—RESULTS has helped to secure hundreds of billions of dollars in new funding for programs and policies that reduce poverty and inequality. It has helped pass legislation that has saved the lives and protected the health of millions of people in low-income countries, helped millions of families globally move out of extreme poverty, and allowed people in the United States to put food on the table, remain stably housed, and move out of poverty.

*Advocacy is a powerful way to approach problems. When we push for changes to policies, our impact is often multiplied many times over.*

—Jacoby Gonzales, RESULTS Volunteer

## REPORTING RELATIONSHIPS

The Director of Development will report to the Vice President for Philanthropy, Barbara Weber. The Director will serve as a member of the RESULTS Management Team, comprised of senior and executive leaders responsible for execution of the organization's strategy year-to-year, and will supervise a part-time consultant supporting grassroots fundraising events.

### FROM THE VICE PRESIDENT FOR PHILANTHROPY

*RESULTS was created to generate the political will to end poverty in response to the belief that poverty and inequality don't exist because they are inevitable, but rather because we lack the political will to have it be otherwise. As is evident in all that RESULTS accomplished this last year, poverty is a policy choice, and we can choose a more equitable, just, and resilient future.*

*This past year, it was largely congressional action that **drove poverty in the United States to the lowest level on record**. RESULTS advocates pushed members of Congress and the administration to lead on the key anti-poverty policies that ultimately were enacted and kept people housed, allowed them to put food on the table, and stood to cut child poverty in half within the year.*

*Around the world the pandemic exacerbated and caused immense hardship for many, but the global emergency response mitigated what otherwise would have been far worse. Though our work is far from done, RESULTS helped to generate funding for access to vaccines in low-income countries with its key role in achieving the largest-ever single contribution to a global health financing mechanism. And RESULTS built on decades of successful advocacy to fund life-saving work and access to primary health services in low- and middle-income countries that resulted in \$3.5 billion for the Global Fund to Fight AIDS, Tuberculosis and Malaria—more than double any prior commitment—which has saved more than 44 million lives.*

*While much remains to be done to work toward a more equitable and just recovery and reshape the policy choices that perpetuate poverty—and the various forms of structural oppression that underpin it—the emergency response to the Covid-19 pandemic has shown us just what is possible when the political will exists.*

*It also has shown us how important and powerful advocacy is—especially when you have a chorus of voices in a nationwide network across all 50 states, with international partners in other countries, all mobilizing to build political leadership for the programs and policies that stand to end poverty. Over our more than 40-year history, RESULTS has helped to secure hundreds of billions of dollars in U.S. funding for the most effective interventions against poverty.*

*Despite all this evidence that real change is possible, without a unifying vision and path to making a difference, too often we can become cynical and resigned. One of the reasons RESULTS is so remarkable is because it provides people with a pathway into participating meaningfully in changing the world. Individually and collectively, we can and do make a difference. RESULTS advocates not only change the world, many are changed themselves by experiencing their own power to do so.*

*There's hardly been a more consequential year for our advocacy, yet much remains to be done. In order to continue driving needed change, RESULTS is working aggressively to partner with the people and institutions whose financial support and partnership make this work possible. We have ambitious goals for highly-leveraged impact, and we are growing the organization's development program to help deliver on our mission at a time when engaging people in the life of our democracy, strengthening global health, and dramatically reducing poverty and inequality have ever been more pressing.*

—Dr. Barbara Weber, Vice President for Philanthropy

## **RESULTS EDUCATIONAL FUND'S COMMITMENT TO ANTI-OPPRESSION, DIVERSITY, EQUITY, AND INCLUSION**

RESULTS believes that poverty cannot end as long as oppression exists, and it is committed to creating an equitable workplace. People of color, members of LGBTQ+ communities, and people with firsthand experience of poverty are strongly encouraged to apply. RESULTS is an equal opportunity employer and does not discriminate on the basis of race, color, age, disability, religion, ethnicity, national origin, gender, or sexual orientation. Poverty cannot end as long as oppression exists. RESULTS commits to opposing all forms of oppression, including ableism, ageism, biphobia, classism, colonialism, homophobia, racism, religious discrimination, sexism, transphobia, white saviorism, and xenophobia.

RESULTS pledges to create space for all voices, including those who are currently experiencing poverty. It will address oppressive behavior in its interactions, families, communities, work, and world. Its strength is rooted in its diversity of experiences, not in its assumptions.

With unearned privilege comes the responsibility to act so the burden to educate and change doesn't fall solely on those experiencing oppression. When RESULTS misses the mark on its values, it will acknowledge its mistake, seek forgiveness, learn, and work together as a community to pursue equity. There are no saviors—only partners, advocates, and allies. RESULTS agrees to help make its movement a respectful, inclusive space.

### **PRIMARY RESPONSIBILITIES**

#### **Leadership**

The Director of Development will

- help lead staff and volunteers to institutionalize a culture of philanthropy within RESULTS;
- oversee all strategies and activities for individual and family donor identification, cultivation, solicitation, and stewardship;
- achieve annual and multi-year goals for individual fundraising, while strategically increasing RESULTS' fundraising capacity;
- work with team leaders across RESULTS to cultivate, acknowledge, and steward prospects;
- strategize with the development team to design, implement, and manage all individual and family fundraising targets and activities, including strategic allocation of resources among appeals for major gifts, planned giving, monthly giving, direct mail, corporate match and sponsorships;
- help support board committees, task forces, and advisory councils that have fundraising as part of their focus, and manage the annual board giving campaign;
- in collaboration with the Associate Vice President for Development Strategy and Administration, ensure legal standards and development best practices are met in donor relationship management, donor reporting, and reporting within the organization; and
- oversee development activities and engagement at the annual RESULTS International Conference.

#### **Major Gifts and Planned Giving**

The Director of Development will

- design, lead, and implement a multi-year major gifts strategy;
- and grow a portfolio of major gift and planned giving prospects and donors;
- further develop and market a planned giving program, and steward existing members of the Legacy Society; and
- develop an individual donor pipeline and manage the organization's portfolio of prospective donor relationships, both personally, and through the engagement of senior leaders, Board members, and RESULTS advocates.

## **Management**

The Director of Development will

- provide management support to the development team, including ongoing guidance, direction, and mentoring to ensure team members achieve individual and team goals;
- coordinate with the Associate Vice President for Development Strategy and Administration and other directors to determine organizational priorities; and
- enhance and create processes and systems in collaboration with the Associate Vice President to support the development work plan, management of databases, and all record, file, and gift processing.

## **LEADERSHIP**

### **Dr. Joanne Carter Executive Director**

Dr. Joanne Carter is the Executive Director of RESULTS, supporting a movement of passionate, committed everyday people who are using their voices to influence political decisions that will bring an end to poverty. Under her direction, RESULTS leads advocacy campaigns to create more equitable policies and drive billions of dollars of government investment toward the highest-impact solutions to poverty, and has grown to include chapters and grassroots volunteers in every state in the United States, with advocacy partnerships around the world.

Carter joined RESULTS as Legislative Director in 1992, was appointed Associate Executive Director in 2007, and became Executive Director in 2008. As Legislative Director, she worked with key administration and congressional allies, partners, and technical agencies orchestrating U.S. and international campaigns to tackle major diseases of poverty—particularly tuberculosis (TB) and major child killers. She worked with them also to increase access to education, including abolition of school fees, expand economic opportunity for the world's most impoverished people, and reform World Bank and International Monetary Fund policies.

RESULTS has been instrumental in driving U.S. funding for tuberculosis—a global disease of poverty—from less than \$1 million to over \$300 million per year, in changing U.S. tax policy to support more than 15 million low-income families moving out of poverty, and in passing landmark legislation to support millions more children to access education in low-income countries—among other victories in the fight against poverty.

As a founding project leader for the global health advocacy partnership, ACTION ([www.action.org](http://www.action.org)), Carter has helped build this partnership across more than a dozen countries on five continents, guiding its efforts to help mobilize billions of dollars of financial resources and change policy to ensure equitable access to health.

Carter regularly works with the Global Fund to Fight AIDS, TB, and Malaria; the Stop TB Partnership; the World Health Organization; GAVI; and other international organizations. She served as Vice Chair of the Stop TB Partnership Coordinating Board, a partnership of more than 1000 organizations globally, for more than seven years until she stepped down in 2021. She has also served in a range of board and advisory roles with the Global Fund to Fight AIDS, Tuberculosis and Malaria; Nutrition International; the Global Campaign for Education-U.S.; and the Global Financing Facility for Reproductive, Maternal, Newborn, Child and Adolescent Health.

Carter has a DVM (Doctor of Veterinary Medicine) degree from Cornell University. She was a VISTA volunteer, a recruiter for the Peace Corps, and a RESULTS volunteer Group Leader, and Regional Coordinator for four years in the New York City area.

**Dr. Barbara Weber****Vice President for Philanthropy**

Barbara Weber, as Vice President for Philanthropy brings more than two decades at the forefront of social change and philanthropy. Weber leads a team at RESULTS that develops partnerships with stakeholders, including individual and foundation donors. In her career, she has held a variety of senior and executive leadership positions with various organizations, secured record-breaking gifts in her field, and influenced the allocation of billions of dollars in new philanthropic funding for global development.

Weber has shaped the philanthropic priorities of some of the world's wealthiest people, recently completed a doctorate with research about wealth and philanthropic largesse, and authored a ground-breaking research study about why the wealthy give to social change. Prior to joining RESULTS, Weber consulted to social sector leaders and individual donors about their philanthropy on issues, including democracy and U.S. economic inequality. Earlier in her career, Weber was tapped by Nobel Peace Prize Laureate, Muhammad Yunus, to produce his international prize tour and lead an organization to carry forward his work and vision. Weber returned to RESULTS in 2020 after having worked here previously as one of the organizers of the 1997 Microcredit Summit Campaign, and before that, as a legislative intern while doing the Washington Semester Program at American University.

**Mark Butler****Chief Financial Officer and Chief Operating Officer**

Mark Butler brings his nearly 30 years of financial and operations experience to his leadership role as Chief Financial Officer and Chief Operating Officer at RESULTS. He joined the organization in April 2011. Over the last 18 years, Butler has managed finances and operations for nonprofits in Washington, DC. He enjoys making organizations more effective and has discovered that effectiveness has far more to do with finding and valuing the right people than it does with the systems he loves to design, or what he studied in school. After receiving his undergraduate degree in information systems and statistics from Baylor University, Butler managed the finances and operations for a seminary in Europe. Butler returned to the United States and earned his MBA in finance and organizational strategy from Tulane University in New Orleans.

**PREFERRED COMPETENCIES AND QUALIFICATIONS**

RESULTS Educational Fund seeks a Director of Development with

- experience in growing an individual giving program;
- experience identifying, cultivating, and successfully soliciting individual major donors;
- experience working with donors and stewarding their interests, while linking to organizational priorities;
- exceptional communication skills and an ability to engage donors, and potential donors, by building relationships, holding gift discussions, and developing and presenting proposals in a compelling fashion;
- experience successfully managing development staff, consultants, and volunteers;
- a capacity to balance multiple projects, prioritize workload, and quickly adapt to new priorities;
- experience creating and enhancing processes and systems to support development work plans, management of databases, and all records, files, and gift processing and acknowledgements;
- an ability to meet tight deadlines in a fast-paced environment; and
- understanding of work with highly engaged volunteers and volunteer-led fundraising events.

A bachelor's degree is required for this position as is at least seven years of nonprofit fundraising experience or related field.

### SALARY & BENEFITS

The salary for this position is \$130,000 to \$149,000 annually. RESULTS Educational Fund offers comprehensive benefits package, including health insurance for the candidate and their family, with 100% of the premiums and out-of-pocket costs paid (deductibles, co-pays, prescriptions, etc.) for its CareFirst reference plan—which includes medical and dental coverage; flexible spending accounts; a 401(k) Retirement Plan which has both pre- and post-tax contribution options; and a generous paid annual leave, including 15 days of vacation, 10 days of sick leave, and 5 days of personal leave.

### LOCATION

This position's location is flexible, with a preference for Washington, DC, or Seattle, Washington.

### APPLICATION INSTRUCTIONS

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

*To apply for this position, visit:*

*[Director of Development, RESULTS Educational Fund.](#)*

*To nominate a candidate, please contact Shelley Semmler, [shelleysemmler@aspenleadershipgroup.com](mailto:shelleysemmler@aspenleadershipgroup.com) or Ashley Buderus, [ashleybuderus@aspenleadershipgroup.com](mailto:ashleybuderus@aspenleadershipgroup.com).*

*All inquiries will be held in confidence.*