

ASPEN LEADERSHIP GROUP

CHIEF DEVELOPMENT OFFICER
[THE HOLE IN THE WALL GANG CAMP](#)
NEW HAVEN, CONNECTICUT



a seriousfun camp

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 Hole in the Wall Gang 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.

The Hole in the Wall Gang Camp is dedicated to providing "a different kind of healing" to children with serious illnesses and their families throughout the Northeast and Mid-Atlantic, 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 30 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 thousands of children with serious illnesses and their family members annually through a variety of year-round programs—always free of charge.

"He values each and every connection he makes at Camp. The deep sense of community that Camp brings embeds into those it touches. The love and caring that is shared throughout the Camp days is immeasurable! For him Camp brings a sense of contentment, a calmness. Thank you to each and every member of Camp Hole in the Wall Gang—you all lend a special magic that will not only live deeply in the heart of him and our family as well, but each and every child that is blessed to experience!"

—The Hole in the Wall Gang Camp Parent/Caregiver

REPORTING RELATIONSHIPS

The Chief Development Officer will report to Chief Executive Officer Jimmy Canton and oversee a team of 26 professionals including seven direct reports.

FROM THE CHIEF EXECUTIVE OFFICER

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 implementing Camp's largest ever comprehensive campaign, maximizing existing donor partnerships, and opening a new market of donors in the Mid-Atlantic 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

THE HOLE IN THE WALL GANG CAMP'S COMMITMENT TO DIVERSITY, EQUITY, AND INCLUSION

In keeping with its Core Values, The Hole in the Wall Gang Camp fosters a community of purposeful inclusion through a commitment to diversity and equity. Paul Newman's dream was to create fun Camp experiences where children marginalized and isolated because of serious illnesses could feel the healing embrace of acceptance and a sense of belonging while being surrounded by those who understand their unique challenges. Over the years, Camp has intentionally created inclusive programming and spaces for the children and families the Camp serves while also fostering a kind, caring community where everyone feels safe, respected, and loved. With half of the Camp's service population being people of color, there is a significant sense of urgency to continue 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.

In 2017, consultants conducted a Camp-wide audit that provided recommendations on how The Hole in the Wall Gang Camp could be more diverse, equitable, and inclusive. This led to the creation of a cultural responsiveness plan and workgroup along with several other initiatives providing an ongoing feedback loop and sustained staff focus on this priority. In 2020, Hole in the Wall engaged Urban Trauma in New Haven, Connecticut to conduct additional staff trainings and facilitate listening sessions to inform a future-minded strategic plan to help guide a sustainable organizational commitment to diversity, equity, and inclusion. As part of this ongoing commitment, The Hole in the Wall Gang Camp is working to deepen its cultural understanding of program participants; develop more culturally responsive programming; implement additional internal and external feedback loops; and reduce barriers to participation in programming.

The Hole in the Wall Gang Camp is wholeheartedly committed to learning and evolving while recognizing that this essential work is an enduring labor of love that needs to be carefully interwoven into every aspect of organizational life. It is grateful that its Founder's vision put it on this purposeful path, and for the Camp community always inspiring it to do more.

PRIMARY RESPONSIBILITIES

Development Department Oversight

The Chief Development Officer will

- manage a personal prospect portfolio and serve as Camp'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;
- manage the partnership with fundraising counsel in support of the organization's comprehensive campaign, implementing the current feasibility recommendations and campaign plan;
- provide and coordinate campaign direction to the development staff and leadership volunteers;
- 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 Chief Executive Officer in frontline fundraising activities and Board relations;
- provide routine reports as well as income and expense projections for Chief Executive Officer and Chief Financial Officer 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;
- support fundraising efforts with the SeriousFun Children's Network Support Center and member camps; and
- collaborate with the Chief Brand Officer 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;
- implement Camp's favorable campaign feasibility study and plan with the partnership of fundraising counsel; 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.

LEADERSHIP

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 Chief Executive Officer, 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

Executive Director, 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.

PREFERRED COMPETENCIES AND QUALIFICATIONS

The Hole in the Wall Gang Camp seeks a Chief Development Officer with

- a commitment to the mission of The Hole in the Wall Gang Camp—to provide a different kind of healing to children with serious illnesses and their families through year-round programs celebrating the fun, friendship, and spirit of childhood;
- a history of effective leadership and fundraising success at a nonprofit organization of similar, or larger, size and scope;
- an ability to develop, implement, and assess successful strategic fundraising plans and initiatives;
- experience maintaining a personal portfolio of major and principal gift prospects, and securing gifts with significant institutional impact;
- experience across diverse sources of contributed revenue including annual giving, events, corporate partnerships, peer-to-peer fundraising, foundations, major gifts, and planned giving;
- an understanding of all aspects of campaign planning and execution;
- an unwavering commitment to diversity, equity, and inclusion and an ability to maintain and promote an equitable and inclusive environment where all stakeholders are valued;

- an ability to hire, train, nurture, motivate, and lead a team of talented development colleagues towards ambitious fundraising goals; and
- an ability to effectively leverage the talents of an engaged board of director and volunteers, providing support in their fundraising activities, and providing meaningful updates and reports.

A bachelor's degree or an equivalent combination of education and experience and at least ten years of nonprofit development experience, including capital campaign and supervisory experience, is preferred for this position. The Hole in the Wall Gang Camp will consider candidates with a broad range of backgrounds. If you are excited about this role and feel that you can contribute to the Camp, but your experience does not exactly align with every qualification listed above, we encourage you to apply.

SALARY AND BENEFITS

The salary for this position is \$200,000 annually. The Hole in the Wall Gang Camp offers a comprehensive package of benefits that provides for the health and welfare of its staff including a healthcare plan, medical co-pay and insurance deductible reimbursement, life insurance, long-term disability insurance, accidental death and dismemberment insurance, wellness reimbursement, employee assistance programs, 403(b) and Roth 403(b) plans, defined contribution plan, tuition reimbursement, cross department and regional opportunities, professional organization and license fee reimbursement, 10 paid holidays, 27 days paid time off, and more.

LOCATION

The Hole in the Wall Gang Camp's corporate offices are in New Haven, Connecticut. As a member of a highly collaborative leadership team and as the leader of a group of approximately 26 development professionals, the Chief Development Officer should plan to be in the Connecticut office approximately two to three days per week.

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 as well the responsibilities, competencies, and qualifications stated in the prospectus.*** 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 Steven Wallace: stevenwallace@aspenleadershipgroup.com.

All inquiries will be held in confidence.