



Executive Search
Director of Philanthropy - Santa-Ana, CA – Hybrid

Sterling Search Inc. has been exclusively retained to recruit the **Director of Philanthropy (DPH)** for **Mary's Path**.

In 2023 Mary's Path served 38 teen moms and 28 babies. Despite their many successes the sobering facts remain, Commercial Sexual Exploitation of Children (CSEC) continues to spread throughout Southern California. Orange County Sheriff Don Barnes has described it as an epidemic and further states that CSEC is Orange County's #1 crime. With more than 90% of the teen moms who call Mary's Path home identified as CSEC survivors. It is clear that the need for their programs and services are more important than ever.

- **We** are 1 of only 4 residences in all of California that serve pregnant and parenting teens from the foster care system.
- **We** are a nationally accredited and fully licensed Short Term Residential Therapeutic Program (STRTP).
- **Many** of our residents have run away from both foster homes and family homes. A very common theme is that our residents have run away for a significant amount of time and turn themselves into the authorities to receive care for themselves and their unborn child. The baby becomes the stabilizing factor.
- **We** are more than a refuge, we are a place to find dignity, learn self-sufficiency and restore Hope.
- **We** empower teen mothers to gain control of their lives and create families that thrive.

Our Mission

Believing in the value of every life, Mary's Path empowers vulnerable teen mothers in foster care and their babies to create lives of dignity, hope and self-sufficiency.

Guiding Principles

The moms and babies we serve always come first. We are guided by what serves them best.

Vision

Teen moms in foster care become loving, caring mothers and raise happy, healthy children.



In 2023 the impact was real.

- 6 high school graduates through Mary's Academy, the on-site high school at Mary's Path
- 5 teen moms attained their first job with assistance for their job readiness services.
- 1 college enrollee – the first in her family to attend college.
- 10 teen moms successfully transitioned to independent living and connected with After-Care Services.

The Opportunity

Since 2020 and under the new leadership of CEO Jill Dominguez, Mary's Path has seen its largest growth as an organization and has become a fully operational residential and mental health treatment facility. With 30+ years of nonprofit experience, Jill has worked tirelessly to champion significant impact whilst taking the organization from a budget of about \$2M to \$5M with this year looking to grow to close to \$6M and boast \$4M in assets. Breakdown approx.: 30% county mental health, 50% government contracts, 17% contributions and 3% investments.

In 2022 Mary's path launched its first Advisory Council led by the Dirk Family and joined by Orange County Sherrif Don Barnes to support Mary's Path in its fundraising. Jill is a fervent fundraiser herself and, with the help of volunteers, has done most of the individual fundraising to date and has cultivated and acquired gifts from some well-known philanthropists in Orange County. As with everything else, Jill has formulated and is implementing a well-rounded development program which includes individual, corporate and foundation giving, annual fund, monthly giving, and their Changemaker's Gala.

Jill is seeking a Director of Philanthropy who can partner with her and focus on elevating annual fund donors, building a pipeline of mid-level donors, help manage and steward the Board of Directors and Advisory Council as well as further develop strategies for stewardship, campaigns, donor salons and corporate and foundation giving. This is a generalist role for an entrepreneurial spirited and passionate individual who can manage-up donor moves management with Jill and volunteers and, ultimately build out a team as the philanthropy revenue continues to grow. The Director of Philanthropy will also represent Mary's Path at community-based events and church meetings, which have become a great base of support for Mary's Path.

This is an opportunity for the Director of Philanthropy to put their stamp on the expansion of a relatively new fund development program that has already seen significant traction, with an organization whose volunteer leadership all give and play an integral role in the fundraising goals of their development plan.

Position Description

Under the direction of the CEO and working with the Board of Directors and Advisory Council, expand and diversify Mary's Path funding to identify new donors, upgrade current donors, and increase philanthropic revenues.

- Lead and manage the fund development revenue base while focusing on a comprehensive fund development plan to enhance the short- and long-term diversified funding base.
- Design and develop systems and best practices for a sustainable annual fundraising program.
- Use moves management to engage individuals, foundation program officers and corporations, moving relationships through the donor cultivation cycle, ultimately presenting compelling presentations with appropriate gift strategies and comprehensive fundraising proposals to secure new and renewed support.

- Develop and maintain a comprehensive schedule of grant inquiries, proposals, and reports managing and monitoring the preparation of all materials and other servicing activities on all foundation grants and awards and ensure timely delivery in accordance with granting guidelines.
- Oversee all events; manage volunteers and promotion; create budget, develop agenda, solicit sponsors and auction items. Develop a strategy for stewardship events and salons.
- Work collaboratively with a contracted grant writer and program and financial staff to gain assistance with identifying funding opportunities.
- Fundraising for project campaigns and other programs as assigned.
- Oversee the implementation of acknowledgment, stewardship, and recognition programs with feedback and follow-up systems.
- Create, monitor, and report on fundraising plans and budgets that include, but are not limited to, reviewing financial statements for accurate reporting, ensure receipt, acknowledgement, and allocation of grants according to the requirements of the IRS and donor.
- Assure timely utilization of donor and prospect records, gift management systems, and informational reports. Create a systemized schedule of donor prospect research.
- Ensure accuracy of donor records, prospect lists, donor acknowledgements and stewardship of assigned and prospective donors.
- Ensure compliance with all relevant regulations and laws, maintain accountability standards to donors, and ensure compliance with code of ethical principles and standards of professional conduct for fundraising staff.
- Ensure that philanthropy and fund development are carried out in keeping with the organization's values, mission, vision, and plans.
- Ensure compliance with all relevant regulations and laws, maintain accountability standards to donors, and ensure compliance with code of ethical principles and standards of professional conduct for fundraising staff.
- Execute all other reasonable duties as assigned by the Chief Executive Officer.

Qualifications/Competencies:

- BA or BS degree from an accredited institution preferable.
- Minimum of 5 years of fundraising experience in donor relations, major giving and special events in a non-profit organization.
- Knowledge of current trends in fundraising and understanding of motivation for charitable giving and donor retention.
- Excellent communication, emotional intelligence, and leadership skills.
- Demonstrated competency in computer applications including Microsoft Office, donor database software.
- Ability to attend functions/activities outside normal business hours.

This position demands an out-of-the-box thinker with a can-do, positive attitude, perfect for the fundraiser who is confident and experienced in strategies that inspire growth in charitable giving. Qualified candidates are highly-motivated development professionals who possess a minimum of 5 years' experience in personally soliciting and stewarding donors and who have a deep knowledge and understanding of leveraging CRM platforms as a development resource. The Director of Philanthropy should be an individual who thrives in a collaborative team environment.

Compensation:

A salary range of \$130,000 to \$155,000 with a competitive compensation package will be offered to attract an outstanding candidate.

Please send resumes to:
Sterling Search, Inc.



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Phone: (949) 903-2891

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Any resumes sent or telephone calls made to Mary's Path will be redirected to Sterling Search Inc.

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