



LAURA'S HOUSE

Inspiring Hope and Empowering Change to End Domestic Violence

Executive Search Chief Development Officer

Sterling Search Inc. has been exclusively retained to recruit for Laura's House Chief Development Officer (CDO).

ABOUT
www.laurashouse.org



The inception of Laura's House was inspired by a true story about a woman called Laura who was a victim of domestic violence. Since 1994, Laura's House has continued to grow and offer a multitude of programs and services which provide vital support and education aimed at avoiding such tragic circumstances from ever occurring again.



Laura's House provides unduplicated domestic violence-related services to the 915,000 residents of Orange County, California and beyond. It is the only state-approved comprehensive domestic violence agency in South Orange County. Over the past thirty years, Laura's House has served over 7500 abused men, women and children with shelter and support services and, over 72,000 people

with therapeutic counseling, life skills education, legal advocacy. In addition, Laura's House has a prevention and education program which is currently attended by 2000 people per month and growing rapidly.

Programs Offered:

Crisis Hotline Support Emergency Shelter Children's Programming

Counseling & Resource Center Legal Services

Transitional Housing Outreach & Education

Domestic Advisory Advocacy Center H.E.A.R.T. Prevention & Education

Laura's House is led by its 23 year-tenured CEO/Executive Director Margaret Bayston, and its impressive and dedicated, philanthropic Board of Directors. It boasts \$5.8 million in annual revenue, a four-star Charity Navigator rating and a dedicated staff, and with "One of the best places to work" accolade in 2016.



Fund development and communications Margaret and her team have built a remarkable philanthropic culture, a rare commodity in most nonprofits of their size. This drive and ambition to do more for Laura's House is embraced by a Board of Directors which has a \$6,000 give-get policy plus \$1,000 dues, and whose combined annual donations have at times reached close to \$1 million. As a testament to the high level of Board engagement and institutional investment, some members are lead donors in their current \$10 million campaign. To date Laura's House has secured more than 50% of the campaign goal and the new Chief Development Officer will be a key member of the team tasked with raising the remaining \$4.5 million. Such is the respect of Laura's House in the community that there is a waiting list for new Board seats.

The new CDO will benefit from an energized development committee, described as the most fun and active of the Board committees, a dedicated team and a CEO/Executive Director who is an impressive fundraiser. The CDO will be fortunate to have a supervisor who understands the science and the art of fundraising and its significant importance to Laura's House continued success and who will work collaboratively with the CDO to increase philanthropic contributions.

The CDO is an opportunity for a development and communications professional with an entrepreneurial spirit to build upon Laura's House momentum of fundraising and communications' success. The CEO/Executive Director is seeking an innovative and accomplished visionary fund development leader to inspire the board and volunteers for greater success. He/she will know the Orange County philanthropic

landscape and must possess strong organizational skills, appreciate systems and detail, be naturally persuasive and fair, and value accountability and a team approach.

POSITION OVERVIEW

The Chief Development Officer reports to the CEO/Executive Director and is responsible for the planning, organization and management of Laura's House entire fundraising and communications programs which are comprised of the following key components: annual giving; major gifts; foundation and corporate giving, grants, legacy gifts, events, donor relations and stewardship, institutional positioning, marketing, social media, and public relations.

PRIMARY DUTIES

- Maintain and build upon Laura's House comprehensive fundraising and communications plan, in alignment with the Agency strategic plan, for periodic review and refinement by the CEO/Executive Director and the Board of Directors.
- Participate as a member of the senior management team to formulate and implement policies and plans to meet the organization's short- and long-term objectives.
- Staff and support the CEO and committee of advisors and board members on the Legacy Society (bequests, endowment gifts etc.)
- Develop and demonstrate strategies for prospecting, cultivating, and stewarding a portfolio of individual, foundation, and corporate donors (i.e., five, six and seven figure donations) as well as planned gifts to ensure the highest engagement and participation while increasing annual gift levels of giving.
- Oversee the maintenance of the website/s, agency collateral, digital marketing and social media strategy and plan.
- Develop annual fundraising projections based upon approved fundraising goals and past results.
- Support and encourage the Board of Directors and Development Committee in their Development responsibilities. Engage, motivate, and align volunteer leadership and the CEO/Executive Director with prospects. Serve as a resource for cultivation and stewardship efforts and track relationship progress in database.
- Work collaboratively on Laura's House annual gala and events by taking a lead role on gaining new support.
- Recruit, hire, support, train, coach, assess, and supervise fundraising and communications staff.
- Lead team meetings and provide regular updates to the CEO/Executive Director and board of directors.
- Prepare proposals for prospects with appropriate gift strategies.
- 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 executives.
- Execute all other reasonable duties as assigned by the CEO/Executive Director.

We are seeking candidates offering the following qualifications:

- Passion for mission to end the silence of domestic violence

- A demonstrated ability to plan and operate strategically, to build public support, to develop and strengthen fundraising infrastructure, to inspire staff, to develop strong working relationships with Boards of Directors, and to develop effective fundraising programs.
- Experience with leadership of communications strategies is a preference.
- A minimum of five years of major-gift fundraising experience including direct stewardship of Boards of Directors.
- Demonstrated knowledge of local funding sources, strong relationships with donors, funders, and community leaders.
- Significant experience in and a successful track record of growing an annual fund and securing new and increased major gifts.
- A record of quantifiable success in donor segmentation, research, and cultivation.
- Exceptional management, organizational, and financial skills.
- A strong interpersonal and communication skill set and demonstrated ability to work effectively with and gain the respect and support of varied and changing constituencies including staff, Board members, existing and potential donors, volunteers, and other key stakeholders.
- A track record as an effective communicator, skilled at writing and public speaking; adept at writing proposals, solicitation letters, donor correspondence, and other types of materials to enhance fundraising and communications. Ability to juggle many responsibilities at once, and to operate both independently and with the flexibility to be part of a team.
- Working knowledge of Word, PowerPoint, and Excel, and experience with fundraising database software.
- Bachelor's degree required.

Compensation:

A salary range of \$165,000 to \$190,000, plus a competitive compensation package will be offered to attract an outstanding candidate.

Please send resumes to:
Sterling Search, Inc.



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Direct all correspondence, emails, and telephone calls to Sterling Search.
Any resumes sent or telephone calls made to Laura's House will be redirected to Sterling Search.

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