

# SPEN LEADERSHIP GROUP

---

**DIRECTOR OF DEVELOPMENT**

**GADS HILL CENTER**  
**CHICAGO, ILLINOIS**



**GADS HILL CENTER**

Aspen Leadership Group is proud to partner with Gads Hill Center in the search for a Director of Development.

The Director of Development will lead fundraising efforts and ensure the achievement of fundraising goals for Gads Hill Center. With a history of developing and implementing comprehensive fundraising plans encompassing major gifts, corporate and foundation giving, planned giving, and special events, the Director of Development will identify and cultivate major gift prospects, corporate and foundation donors, and execute special events that engage and inspire the Gads Hill donor community. The Director of Development will set ambitious goals, provide essential guidance, and ensure exceptional performance of a dedicated fundraising team. By developing compelling donor communications and recognition programs, the Director of Development will craft targeted appeals that drive donations and strengthen donor relationships. Collaborating closely with the COO and Board of Directors, the Director of Development will align fundraising strategies with Gads Hill Center's mission, presenting plans and performance metrics to ensure seamless integration with its strategic vision. Through meticulous analysis of fundraising data and donor engagement, the Director of Development will make informed, data-driven decisions to elevate fundraising success and propel the Gads Hill mission forward.

Gads Hill Center, a community based nonprofit social service organization established in 1898, creates opportunities for children and their families to build a better life through education, access to resources, and community engagement. Since its founding, Gads Hill Center has been supporting working families through comprehensive programs and services that connect children and families to resources that meet their educational, employment, and health-related goals. Gads Hill Center works with more than 4,500 children across Chicago by providing high-quality accredited programs and services in the areas of mental health, youth services, children services, and family and community.

Gads Hill Social Settlement opened its doors in Pilsen in 1898 as a settlement house dedicated to the successful integration of immigrants into the fabric of the community. Many immigrants, including Poles, Czechs, Italians, Germans, and Mexicans, have passed through its doors, all seeking opportunities to build better lives.

Gads Hill Center offered a safe place for families to access resources for their children to grow healthy and strong and to build a strong future. Gads Hill Center offered kindergarten, singing groups, cooking classes, after-school programs for school-aged children, English as a second language, and citizenship classes.

Over the following years, Gads Hill Center grew from one site in Pilsen to four more locations on Chicago's underserved west and southwest sides. Gads Hill Center now offers innovative, bilingual, and culturally competent children and youth programs and mental health services that have received local and national awards and recognition.

Gads Hill Center's children's programs bridge the gap by offering research-based early childhood education with a bilingual and culturally competent curriculum grounded in the framework of Head Start and Early Head Start. Staff, including dedicated teachers, clinicians, and family support workers, promote mental wellness for the whole family by monitoring developmental milestones and providing access to therapeutic services. Annually, 600 children enroll in one of the early childhood education programs at Gads Hill Center and are ready to succeed in pre-school upon program completion.

Youth programs at Gads Hill Center provide a rigorous academic support curriculum during out-of-school time that ensures students of all ages perform at grade level or above and provides them with the tools they need to achieve academic success through high school graduation, college acceptance, and beyond. Programs are tailored to fit each age group and anchored by research-based educational curricula that emphasize science, technology, engineering, and math (STEM). One hundred percent of the youth that attend the building leaders program graduate from high school.

Research reveals that strong networks and access to resources result in a measurable improvement in community health outcomes. This access strengthens family health and their capacity to support children to succeed academically and beyond. Gads Hill Center promotes holistic family health by partnering with parents, schools, and organizations to provide physical and mental wellness services, foster civic engagement to advance social change, and strengthen families to support their children's educational success. More than 15,000 families receive culturally and linguistically relevant information on health and nutrition through Gads Hill Center.

Research-based mental health interventions positively influence students' academic and social-emotional development and can help them overcome psychosocial stressors in their environment such as community violence, poverty, and systemic racial barriers. Gads Hill Center addresses these issues through multi-tiered mental health services for children and youth including individualized, family, and group therapy, crisis intervention, school staff professional development, and psycho-educational workshops. Through Gads Hill Center programs, 500 Chicago Public Schools students and families benefit from mental health services.

For 125 years, Gads Hill Center has been serving the families of Chicago. With the help of funders, the center continues to expand its reach. Gads Hill Center recently celebrated the ribbon cutting at the new state-of-the-art Brighton Park Early Learning Center. This beautiful location will provide comprehensive early childhood education for 124 children ages birth to five years and vital services for the families of Brighton Park.

#### **REPORTING RELATIONSHIPS**

The Director of Development will report to the Chief Operating Officer, Daniel Ackerman. The Director of Development will oversee a team of four staff.

#### **FROM THE CHIEF EXECUTIVE OFFICER**

*We are thrilled to introduce you to Gads Hill Center, a venerable institution with a rich history of empowering Chicago's underserved communities. Established in 1898, our organization has continually evolved to meet the changing needs of our neighborhoods, providing critical educational, social, and economic resources to individuals and families.*

*As we look to the future, we seek a visionary and dynamic Director of Development who can harness the power of philanthropy to expand our impact and secure our legacy for generations to come. Your expertise in strategic fundraising, donor cultivation, and community engagement will be pivotal in driving our mission forward.*

*At Gads Hill Center, you will find a team committed to fostering a culture of excellence and innovation. We believe in the transformative power of education and support systems, and we strive to create opportunities that enable our participants to achieve their full potential. As Director of Development, you will play a critical role in crafting and implementing a comprehensive development strategy that enhances our funding capabilities and broadens our network of supporters. Your leadership will be instrumental in building lasting relationships with donors, partners, and stakeholders, ensuring that Gads Hill Center continues to be a beacon of hope and progress for the communities we serve. We invite you to join us in this vital endeavor and make a lasting difference in the lives of countless individuals.*

—Maricela Garcia, Chief Executive Officer

### **PRIMARY RESPONSIBILITIES**

The Director of Development will

- develop and implement a comprehensive fundraising plan that includes major gifts, corporate and foundation giving, planned giving, and special events;
- identify and cultivate major gift prospects, as well as corporate and foundation donors, and plan and execute special events that engage donors and raise funds for the organization;
- lead a team of fundraising professionals, providing guidance, training, and support as needed;
- set goals and expectations for individual team members, monitor performance, and provide feedback to ensure that fundraising goals are met or exceeded;
- develop and execute effective donor communications and marketing materials including the development of compelling messages that resonate with potential donors;
- create donor recognition programs and craft targeted appeals that drive donations;
- work closely with the Chief Operating Officer and Board of Directors to develop fundraising strategies and goals that align with the organization's mission;
- present fundraising plans and performance metrics to the Board of Directors and work with the Chief Operating Officer to ensure that fundraising activities are aligned with the organization's overall strategic plan;
- analyze and monitor fundraising data to evaluate performance and adjust strategies as needed;
- track donor engagement and retention rates, analyze revenue streams, and make data-driven decisions that help the organization achieve its fundraising goals.

### **PREFERRED COMPETENCIES AND QUALIFICATIONS**

Gads Hill Center seeks a Director of Development with

- a commitment to the mission of Gads Hill Center—to create opportunities for children and their families to build a better life through education, access to resources, and community engagement;
- experience in nonprofit fundraising and a passion for making a positive impact in the lives of children and youth;

- experience leading fundraising for a nonprofit of similar size and scope (budget of \$15 million and above);
- a history of cultivating, soliciting, and closing corporate foundation grants and individual gifts with significant institutional impact;
- experience supervising and leading staff and coordinating with peers to achieve goals;
- experience planning, leading, and managing development projects, as well as reporting progress to senior management and a board of directors;
- highly effective interpersonal, communication, and public speaking skills across audiences and platforms;
- an ability to create powerful, compelling written and oral fundraising communications;
- strong analytic and strategic-thinking skills, and an ability to create, implement, and monitor complex plans and ability to translate plans into concrete goals and measurable outcomes; and
- proficiency in Word, Excel, Salesforce, Donor Perfect, and/or similar fundraising software.

A bachelor's degree or an equivalent combination of education and experience and at least five years of experience in donor development is preferred for this role. Familiarity with the Chicago philanthropic landscape is a plus. Gads Hill Center will consider candidates with a broad range of backgrounds. If you are excited about this role and feel that you can contribute to Gads Hill, but your experience does not exactly align with every qualification listed above, we encourage you to apply.

#### **SALARY AND BENEFITS**

The salary range for this position is \$110,000 to \$125,000 annually. Gads Hill Center offers a comprehensive package of benefits including generous paid time off; 403b Plan (Up to 5% match following two years of employment); medical, dental, and vision insurance; employee assistance program (EAP); employer paid short-term/long term disability; and employer paid life insurance.

#### **LOCATION**

This position is in Chicago, Illinois.

#### **APPLICATION INSTRUCTIONS**

All applications must be accompanied by a cover letter and résumé. ***Cover letters should be responsive to the mission of Gads Hill Center 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, Gads Hill Center](#).

To nominate a candidate, please contact Steven Wallace, [stevenwallace@aspingleadershipgroup.com](mailto:stevenwallace@aspingleadershipgroup.com).

*All inquiries will be held in confidence.*