

## **Boys & Girls Clubs of Martin County**

Chief Philanthropy Officer  
Hobe Sound, Florida

### **About Boys & Girls Clubs of Martin County**

The Boys & Girls Clubs of Martin County aims to enable all young people, especially those who need us most, to reach their full potential as productive, caring and responsible citizens. Partnering with schools and a diverse network of community partners, we serve youth ages 6-18 annually in stand-alone Clubs and one school-based Club after school, on non-school days, and during the summer. We also operate middle and elementary school-based sites through a transformational AmeriCorps program in collaboration with the School District. With continued community support, all of our programs are offered at no cost.

### **Our Approach**

With humble beginnings in the Hobe Sound Winn-Dixie Plaza, the Boys & Girls Clubs of Martin County began with just 165 children in 1989. It has now grown to five Clubs -- in Hobe Sound, Port Salerno, Greater Stuart, Indiantown, and Jensen Beach High School with thousands of members.

Youth attending our Clubs participate in our award-winning and evidence-based programs in the areas of Academic Success, Good Character & Citizenship, and Healthy Lifestyles that are designed to prepare them for the next stage in their lives.

### **Mission:**

To enable all young people, especially those who need us most, to reach their full potential as productive, caring, responsible citizens.

### **Vision:**

Provide a world-class Club Experience that assures success is within reach of every young person who enters our doors, with all members on track to graduate from high school with a plan for the future, demonstrating good character and citizenship, and living a healthy lifestyle.

Learn more about the Boys and Girls Clubs of Martin County at  
<https://www.bgcmartin.org/>.

Our extraordinary team and Board of Directors is highly talented, engaged, and deeply mission-driven. Together, we have an ambitious vision for growth and impact in Martin County.

### **The Opportunity**

The Boys & Girls Clubs of Martin County seeks a dynamic individual to join their team as Chief Philanthropy Officer (CPO). Reporting directly to the President &

CEO, the CPO will be responsible for leading the fundraising team to secure \$4.1M in philanthropic support per year (and ultimately increase to \$6.1M over time) with a focus on supporting the organization's growing network of major donors contributing \$10K or more in philanthropic support. The CPO will work closely with the Board; this person will drive BGCMC's strategic fundraising goals with a broad knowledge of fundraising principles. A primary goal for the CPO will be to refine and develop a high-performing major donor and planned giving strategy that supports BGCMC's ambitious growth and impact goals.

The CPO's responsibilities include, but are not limited to, the following:

### **Team Management and Development**

- Directly supervise the Director of Resource Development, providing leadership and oversight of their responsibilities, which include annual giving, events, business partnerships, stewardship, planned giving, marketing, external affairs, and advocacy. Ensure alignment of these functions with BGCMC's overall fundraising strategy and organizational goals.
- Provide support, train, and develop Resource Development team members as needed to support the successful implementation of BGCMC's philanthropic strategies.
- Serve as a vital member of the organization's leadership team, guiding organization strategy and leading as a key contributor in creating a culture of excellence and high performance.
- Work with leadership across the organization to establish a unified communications strategy that provides clear and consistent donor communication across events, capital campaign opportunities, annual giving, major and planned gifts.

### **Strategic Fundraising Leadership**

- Leveraging its strong base of existing support, work with stakeholders across the organization to build a major gift and planned giving strategy that diversifies and expands BGCMC's pool of philanthropic support, particularly from donors in south Martin County.
- Work with BGCMC's CEO, Board and organizational leadership to understand organizational needs and programmatic growth goals and develop tailored strategies to engage donors in the expansion to new sites and possible capital campaigns.
- Serve as a primary partner to the CEO in managing and growing a high-net-worth portfolio, including Board members, past Board members, Lifetime

Directors, affinity groups, and donors contributing \$10,000 and above. Cultivate, steward, and deepen relationships with these key stakeholders to sustain and expand their philanthropic support.

- Actively lead fundraising efforts, with a strong focus on securing major gifts, planned giving, and sustaining high-level donor relationships. Lead the moves management process to effectively engage donors through one-on-one solicitation, cultivation, and stewardship, ensuring the alignment of donor strategies with fundraising goals to meet or exceed targets and ensure long-term financial sustainability for BGCMC.
- Partner with the Board, its applicable committees and affinity groups to leverage their networks to sustain and expand the donor base, providing an uncommon level of support, tracking, and follow up.

### **Donor Relationship Management**

- Partner with the CEO to serve as a lead external face of BGCMC's work within the donor community, travel as needed to support the organization's advocacy efforts and build relationships throughout our community and others.
- Oversee the management and utilization of BGCMC's donor database, ensuring accurate tracking of donor engagement, giving history, and prospect pipelines. Drive data-driven decision-making and reporting to optimize fundraising efforts and enhance donor stewardship.
- Support and assist with the execution of capital campaign strategies, ensuring seamless integration with broader fundraising efforts and providing oversight of key campaign-related donor communications and engagement.

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

- Manage a portfolio of 150 individuals at the major gift (\$10K+) level and serve as the primary relationship manager responsible for identifying, cultivating, soliciting, and stewarding these donors.
- Develop and implement a comprehensive Planned Giving Program to take its current program to a more strategic and innovative level, commensurate with the growth of the institution.
- Ensure that all donors receive consistent recognition, communication, and an accounting of the impact of their gifts.
- Work with the Resource Development Team, Finance, and Legal Departments to implement best practices around the tracking and stewardship of major and planned gifts.

- Regularly monitor progress toward fundraising goals and other key benchmarks.
- Provide progress reports as requested and lead course correction efforts to ensure fundraising goals are met.
- Manage and grow the Trusted Advisors Network of financial advisors and estate planners to grow the inventory of gifts made through bequests, trusts, charitable gift annuities, gift acceptance, and other planned-giving arrangements.

### **Candidate Profile**

Strong candidates will bring the following competencies and characteristics:

#### **Passion for the Mission of BGCMC**

- Commitment to the mission of BGCMC, a passion for youth development, and a desire to help foster positive outcomes for young people in Martin County.
- Enthusiasm for building community partnerships to enhance resources and opportunities for club members.
- Strong belief in the organization's future and a motivation to be part of its success.

#### **Strategic Fundraising & Resource Development Leadership**

- Demonstrated track record of success in creating and implementing successful, multi-faceted fundraising strategies.
- Proven ability to develop capital campaigns, endowment strategies, and planned giving initiatives.
- Experience collaborating with senior leadership and boards to align philanthropic efforts with organizational priorities.
- Previous experience with Planned Giving, including a deep understanding of planned giving vehicles and the donors who use them.

#### **Donor Relationship Management & Community Engagement**

- Proven success cultivating, stewarding, and soliciting sophisticated major donors (\$10,000+) in a nonprofit setting,
- Exceptional relationship-building and communications skills

- Knowledge of Major Gifts & Planned Giving best practices, donor prospecting, cultivation and creative stewardship, and advanced fundraising.
- Deep understanding of community engagement and giving dynamics, particularly in Martin County.
- Demonstrated ability to partner with Board members and leverage their networks to expand the donor base.

### **Team Leadership & Organizational Capacity Building**

- Demonstrated experience leading and mentoring development teams to achieve high performance.
- Skilled at building organizational infrastructure to support effective donor engagement and stewardship.
- Capable of fostering a collaborative environment that promotes innovation and accountability.

In addition, strong candidates will offer:

- Strong strategic thinking skills, planning, and execution skills.
- The ability to effectively and authentically engage with a diverse range of constituents with varying backgrounds and perspectives.
- Outstanding communication (including oral and written) and interpersonal skills, including listening skills and the genuine desire to hear people's stories and understand their motivations.
- Strong organization, project, and time management skills, with the ability to manage multiple deadlines and complete projects on time.
- Goal and metrics driven approach, including a belief in the importance of measuring and reporting on success and impact.
- Consummate team player who knows how to coordinate and collaborate across the entire organization as well as with external stakeholders in order to create shared motivation and vision.

### **Physical Requirements/Work Environment**

These physical demands are representative of the physical requirements necessary for an employee to successfully perform the essential functions of this

position. Reasonable accommodation can be made to enable people with disabilities to perform the described essential functions of this position.

While performing the responsibilities of this position, the employee is required to talk and hear. The employee is often required to sit and use their hands and fingers, to handle or feel and to manipulate keys on a keyboard. The employee is often required to stand, walk, reach with arms and hands, climb or balance, lift up to 25 pounds and to stoop, kneel, crouch or crawl. Vision abilities required by this job include close vision.

While performing the responsibilities of this position, these work environment characteristics are representative of the environment this position will encounter. Reasonable accommodations may be made to enable people with disabilities to perform the essential functions of this position.

While performing the duties of this job, the employee is occasionally exposed to moving mechanical parts and vehicles. The noise level in the work environment is usually moderate to loud.

### **Compensation & Benefits**

Salary is competitive and commensurate with experience. The salary range for this role is \$150,000 - \$160,000 with a generous benefits package.

### **Contact**

Koya Partners I Diversified Search Group has been exclusively retained for this engagement, which is being led by Managing Partner Molly Brennan and Senior Associate Dina Tyler. Interested candidates should submit a compelling cover letter and resume by <https://talent-profile.dsgco.com/search/v2/21933>. All inquiries are strictly confidential.

Koya Partners I Diversified Search Group is committed to providing reasonable accommodation to individuals living with disabilities. If you are a qualified individual living with a disability and need assistance expressing interest online, please email [NonprofitSearchOps@divsearch.com](mailto:NonprofitSearchOps@divsearch.com). If you are selected for an interview, you will receive additional information regarding how to request an accommodation for the interview process.

Boys & Girls Clubs of Martin County is an equal opportunity employer and strongly encourages applications from people of color, persons with disabilities, women, and LGBTQ+ applicants.

### **About Koya Partners I Diversified Search Group**

Koya Partners, a Diversified Search Group company, is the nation's premier search firm dedicated to mission-driven leadership. Since its founding in 2004, Koya has had an exclusive focus on mission-driven clients and was founded on the belief that the right leader can transform an organization and have a deep and measurable impact on our world. Koya works with nonprofits & NGOs, responsible businesses, and social enterprises in local communities and around the world.

Diversified Search Group is consistently recognized by Forbes on its top 10 list of "America's Best Executive Recruiting Firms" and is an industry leader in recruiting transformational leaders for a changing world. The firm is deliberately different in its approach, with best-in-class teams who have decades of experience in cultivating inclusive leaders, understanding the dimensions of diversity, and building equitable teams.

Learn more about Koya Partners | Diversified Search Group via the <http://www.dsgco.com/industry/nonprofit-and-social-impact/>.