



FOUNDATION FOR
APPALACHIAN OHIO



CHIEF DEVELOPMENT OFFICER

POSITION PROFILE | FOR A FLOURISHING APPALACHIAN OHIO





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We're Searching!

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About the Foundation for Appalachian Ohio

The Foundation for Appalachian Ohio (FAO) is a regional community foundation dedicated to partnering with donors and doers to create transformational opportunities in Appalachian Ohio.

- **Mission:** to unleash the collective potential within Appalachian Ohio by encouraging and supporting philanthropy.
- **Vision:** a flourishing Appalachian Ohio - flourishing people and flourishing communities, today and in perpetuity.

FAO advances impact across five areas of opportunity known as the **Pillars of Prosperity:** Arts & Culture, Community & Economic Development, Education, Environmental Stewardship, and Health & Human Services. FAO is home to **14 local affiliate foundations**, the regionwide **African American Community Fund**, and **more than 700 charitable funds** benefitting Appalachian Ohio's people and communities. In 2023, FAO's annual grantmaking totaled \$9.5 million, benefiting every county in Appalachian Ohio.

Our History

FAO was founded by visionary public servants and leaders on the front lines of poverty relief who recognized Appalachian Ohio needed a source of local philanthropy to address the root causes of the region's most significant challenges. With seed investment from the state of Ohio and the Ford Foundation, these founders attracted gifts in many forms to create FAO as a network for giving that would fuel a greater – and more lasting – impact for the people of Appalachian Ohio.

Since inception, FAO has incubated a regional economic development organization, issued the world's first nonprofit "IPO" – an initial *philanthropic* offering, launched a mobile vision clinic now growing to serve statewide, and ensured every county in Appalachian Ohio is supported by a local community foundation. True to the spirit of innovation that's core to Appalachia, FAO continues to focus on new ways to increase philanthropic support for our region - and to leverage this investment to advance new opportunities for the people and communities it serves.

Our Future

Over the past 25 years, FAO achieved extraordinary milestones, advancing educational opportunities, empowering communities, stewarding the environment, improving health outcomes, and fostering a deeper connection to Appalachia's rich cultural resources.

Through this work, FAO has developed a vast network of partners, a proven track record for effectiveness, and unparalleled momentum. These accomplishments set a strong foundation for what's possible.

Building on this incredible legacy, FAO is now poised for its next chapter of growth, with a bold vision for the future. With the current intergenerational wealth transfer within the region estimated at \$154 billion, there could not be a better time.

Position Overview

The Chief Development Officer (CDO) will lead the FAO team to significant mission growth through the successful development of a strategic portfolio of philanthropic capital and a robust pipeline of planned gifts. Reporting to the President and CEO, the CDO will supervise and coach a growing team, including development staff and volunteers, to achieve strategic goals that will transform communities across Appalachian Ohio.

CDO's Objectives

- 1. Advance flourishing across Appalachian Ohio by developing a strategic portfolio of philanthropic capital:**
 - Grow annual grantmaking capacity of each FAO affiliate foundation and develop permanent support for collective impact.
 - Grow annual grantmaking capacity of each of FAO's regionwide Pillars of Prosperity grantmaking funds.
 - Grow impact of FAO's Friend of FAO annual campaign and *I'm a Child of Appalachia*® Fund to meet urgent needs, seize new opportunities, and advance innovation regionwide.
 - Develop near-term investment to expand FAO's Growing Home Fellowship.
- 2. Leverage Appalachian Ohio's \$154 billion intergenerational wealth transfer to secure additional planned gift commitments for the future of Appalachian Ohio's people and communities:**
 - Guide marketing, communications, and outreach strategies.
 - Collaborate with affiliate foundations and other partners to promote planned giving strategies.
 - Foster partnerships with advisors and regional leaders to increase legacy gifts for Appalachian communities.

The Team

The CDO is responsible for the leadership, strategic direction, and tactical implementation and management of FAO's fundraising activities. The CDO's team includes:

- **An initial development staff** encompassing major gifts, research/data management and event planning, with the intent to increase the size of this staff with the CDO's assistance;
- **A growing team of Executives in Residence** who are retired professionals pursuing part-time "encore" fellowships with FAO to grow philanthropic resources and awareness in their communities (three secured, others to be recruited);
- **A collaborating team of three highly experienced communications and marketing professionals** and four administrative professionals; and
- **Dozens of affiliate foundation board members.**

FAO is in a strong position to invest in growth and has paved the way for success through a solid track record, personalized stewardship, relationship-building, data management, and incorporation of Raiser's Edge software.

Responsibilities

- Provide day-to-day leadership and direction for all aspects of FAO fundraising, including coaching, cheerleading, and supporting a mission-oriented and deeply motivated development team; designating roles and responsibilities; and evaluating performance to advance FAO's key objectives.
- Manage a portfolio of major and principal donors leading to the successful cultivation and execution of philanthropic support to FAO's strategic priorities. This leadership will set the example for all development staff on the team.
- Oversee major giving, planned giving, corporate giving, and annual giving strategies, and ensure effective engagement with professional advisors.
- Collaborate with FAO's leadership team to ensure FAO's overall organizational strategy integrates/accelerates FAO's fundraising goals.
- Guide FAO marketing and communications team to ensure the integration of development goals into organizational marketing, materials and strategies.
- Develop and manage the operating budget for FAO's development function, ensuring alignment with FAO's long-term objectives.

Candidate Qualifications

- **Minimum of 15 years** of progressively responsible experience in fundraising/sales, with a repeated proven record of securing large gifts.
- **Strong leadership skills**, with experience managing and motivating teams of professionals and collaborating partners to achieve strategic fundraising goals.
- **Visionary**, with a proven ability to translate complex organizational work into compelling value propositions for donors.

- **Trustworthy**, with exceptional interpersonal, communication, and relationship-building skills.
- **Thorough knowledge of fundraising and donor stewardship processes**, fundraising databases (Raiser's Edge, Financial Edge, etc.), annual fundraising, events fundraising, and planned giving strategies.
- **Strong understanding of nonprofit fundraising ethics** and regulations and IRS charitable giving rules.
- **Significant knowledge of Appalachian Ohio** communities, opportunities, and challenges.
- **Experience working with boards** and executive level volunteers.
- Advanced credentials such as CFRE or graduate degrees in relevant fields a plus.

Competencies & Attributes

- **Commitment to Appalachian Ohio.** FAO is a place-based foundation, and candidates with a strong connection to the region and commitment to making the region their home will be given priority consideration.
- **Passion for FAO's mission** and ability to represent FAO with contagious enthusiasm and utmost professionalism.
- **Humility, combined with an undeterred professional will** to achieve success.
- **Creative, energetic, entrepreneurial** spirit, eager to build new programs, explore new opportunities, and continuously improve and enhance practices.
- **Results-oriented with strong problem-solving and strategic thinking** skills, capable of balancing big-picture goals and day-to-day operations.
- **Collaborative mindset**, excited about working with teams across and outside FAO to align and execute on FAO's mission, demonstrating **integrity and accountability** in all interactions.

Compensation

This position offers a competitive salary based on experience and a comprehensive benefits package. Travel across Appalachian Ohio and nationally will be required.

Application Instructions

To apply, please submit a resume, cover letter, and contact information for three professional references to:

Maureen Sharkey, Chief of Staff

Email: msharkey@ffao.org

Phone: 740.753.1111

FAO is an equal opportunity employer.