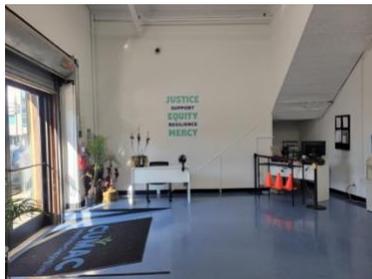




## CHIEF DEVELOPMENT OFFICER IDEAL CANDIDATE PROFILE

CUMAC (Center of United Methodist Aid to the Community), is one of the largest food security organizations in Passaic County with programming and organizational culture grounded in community-building and preventing the occurrence of Adverse Childhood Experiences (ACEs). CUMAC is recruiting a Chief Development Officer. This is a full-time position in downtown Paterson, New Jersey reporting to the Chief Executive Officer (CEO) and providing competitive salary and benefits. The organization seeks a passionate and collaborative leader who is committed to the continued growth of the organization.



*Mission: To fight hunger and its root causes through a holistic, trauma-informed approach that provides groceries and basic necessities to families and individuals in need.*

CUMAC had its humble beginnings in a small church basement where it served hungry Paterson school children and has now grown to a 28,000-square-foot facility serving over 3,300 people monthly. The organization remains dedicated to the alleviation of hunger and its root causes. [Click here](#) or on the image below to see how CUMAC has grown over the years.



### CUMAC Then...And Now!



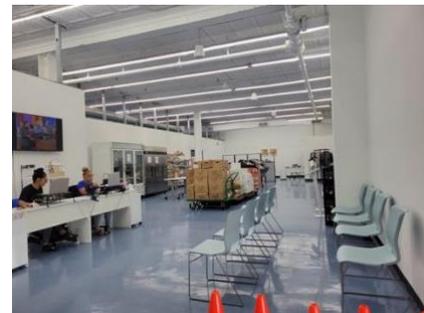
CUMAC has 30 staff members, the majority of which are from the community, who are passionate and deeply committed to CUMAC’s mission of feeding people and changing lives.

The staffs' hard work is supplemented by the dedication of many volunteers. In 2021, 698 members of the community generously contributed over 4,400 volunteer hours.

In addition to volunteer support, CUMAC's work relies heavily on financial contributions from private foundations, government grants, corporations, individuals and groups; in-kind donations of food from local businesses, civic and faith groups; and proceeds from fundraising events. CUMAC has a cash operating budget of \$2.5 million per year which is supplemented by over \$2 million worth of donated food and in-kind donations.

## PROGRAMS AND SERVICES

At the core of CUMAC's work is our trauma-informed community building (TICB) strategy which is informed by the philosophy that ending hunger has nothing to do with giving people food. Rather, TICB's framework is dedicated to proactive food access and providing warm referrals to basic needs and services through programs that are trauma informed. There are three focus areas to our work: community food, community building, and community health. For the last 5 years, CUMAC has been working to build programming and a culture that continuously seeks and creates intersections between food security and building resilient communities.



The **Marketplace** at CUMAC and our satellite location at Freedom Village Senior Apartments provides guests with healthy, nutritious foods that they select to fit their preferences and culture.



CUMAC's **Regional Food Hub** receives, stores, organizes and distributes 2 million lbs. of fresh, healthy foods and high-quality shelf stable products annually. Food is distributed to clients through CUMAC's programs and to partner organizations.

CUMAC's Benefits Enrollment Center provides free help with benefits applications for residents of Passaic County.

**Place of Promise** is a permanent supportive housing program for 10 individuals who have experienced chronic homelessness. Community members set and meet personal goals and are connected to resources that help them to remain healthy and productive.



CUMAC services approximately 40,000 people annually.

## THE ROLE OF THE CHIEF DEVELOPMENT OFFICER

The Chief Development Officer will join CUMAC an exciting time of organizational growth and transition, providing executive leadership in developing and executing the short-term and long-term fundraising strategies for the organization. Reporting directly to the CEO, the Chief Development Officer will lead a three-person team that supports all their fundraising activities, including government and foundation grants, support from churches and individual and organizational donors.

Specific responsibilities will include:

- After first learning about CUMAC's vital mission and programs, develop actionable strategies for meeting and exceeding fundraising goals through grants, sponsorships, gifts, donations, and fundraising events.
- Identifying, cultivating and soliciting major and planned gifts from individuals as well as grants and contributions from foundations, corporations and educational institutions.
- Structuring the fundraising and development team to best utilize everyone's strengths and experience.
- Working in partnership with the CEO and all members of the Board to encourage their active participation in donor cultivation and solicitation.
- Developing relationships with members of the business community to build awareness and positive brand identity for CUMAC
- Raising awareness of the organization and its primary goals through outreach efforts, regular events in the community, publications, and media relations.
- Attending community events, meetings, and conferences to promote CUMAC goals, and to solicit donations or sponsorships.
- Developing a formal stewardship program including the writing and sending letters of thanks to donors and ensuring compliance with IRS requirements regarding gift acknowledgment.

## THE IDEAL COMPETENCIES OF THE CHIEF DEVELOPMENT OFFICER

- Strong interpersonal skills and the ability to work with a wide variety of potential donors and supporters.
- Extraordinary passion for the mission and strong team management skills.
- Public speaking skills for presentations at fundraising events, presentations to donors on recent achievements, and meetings with members of the Board.
- The ability to inspire trust and camaraderie in employees and potential donors alike.



- Demonstrated knowledge of development strategies, social media campaigning, and public relations.
- Exceptional written and verbal communication skills.

## COMPENSATION

CUMAC is prepared to offer a competitive salary range of \$85,000 to \$115,000 to the candidate selected to be their new Chief Development Officer. The benefits package includes:

- A health insurance plan that includes medical, prescription, vision and dental plan.
- Life insurance, including Accidental Death and Dismemberment coverage is also available.
- A 403b Savings and Retirement Plan.
- 30 days of Paid Time Off (PTO) program that includes sick, personal, and vacation days.
- A Wellness Friday and Summer Friday program, as well as additional holidays.

In addition, this offers an opportunity to join a dedicated team of professionals and volunteers who are making a profound difference in the community.

## CONTACT INFORMATION FOR INTERESTED CANDIDATES AND NOMINATIONS

If you would like to express your interest in this position, please send a cover letter and resume to Jay Weisman, Managing Director of DCM at [jay@dcm-associates.com](mailto:jay@dcm-associates.com). If you would like to discuss the opportunity further or would like to recommend a candidate, please contact Dennis C. Miller, Founder & Chairman at [dennis@dcm-associates.com](mailto:dennis@dcm-associates.com).



*Executive Search  
Nonprofit Leadership  
& Board Performance*

November 8, 2022