



## CHIEF DEVELOPMENT OFFICER IDEAL CANDIDATE PROFILE

[Imagine, A Center for Coping with Loss](#) is a grief support center for children, young adults and families dealing with the death or life-altering illness of a parent, sibling, or child. The growing organization, with locations in Mountainside, and Newark New Jersey, seeks a dynamic, mission-centric development professional with 10-plus years of progressive success in facilitating sustainable growth in community support and operational capacity through broad-based, multi-channel stakeholder engagement.

### IMAGINE, A CENTER FOR LOSS

***Mission:** To support children and families coping with loss and foster resiliency and emotional well-being for all those who grieve.*

***Vision:** A world where grief, trauma, and loss are transformed into resilience, empathy and compassion, where children coping with loss grow up emotionally healthy and able to lead meaningful and productive lives and where no child grieves alone.*



Imagine began providing free grief support groups in 2011 at a Presbyterian church in Westfield, New Jersey. Through the support of the community, Imagine was able to find a place of its own in 2017 in Mountainside, New Jersey. Since then, Imagine has expanded to provide in-person support to serve the communities in Union County and surrounding areas, as well as virtual support to serve children and adults coping with loss all over the country. Each year, Imagine serves an average of **600 families** in Union and Essex County in need of direct grief support. In addition, the organization conducts more than **3,000 training sessions** for schools and employers.

### PROGRAMS AND SERVICES

Imagine provides **in-person and virtual peer grief group support** to children and families experiencing the death of an immediate family member, whether it's a parent or a sibling.

Imagine believes in the peer group support model to help families mourn through their loss with other families to help show them they are not alone.



The organization also provides **grief resources** to help people learn how to communicate with grieving children, and how to support a family that has lost a parent.

In conjunction with grief counseling and grief resources, Imagine provides **Education & Training** for schools and employers. **Grief Education for Schools** trains school staff and parents on how to support grieving children and youth and provides grief education directly to students. **Trainings for the**

**Workplace** helps prepare work teams to respond to the effects of loss in the workplace.

## THE ROLE OF THE CHIEF DEVELOPMENT OFFICER

Building on existing fundraising programs and practices in place, the Chief Development Officer (CDO) will lead the design and execution of an integrated development plan that both sustains the organization's annual operations and attracts transformational support that will fuel future growth and advance strategic priorities. The CDO will work closely with the Executive Director and the Board to cultivate, solicit, and steward major gift support from individuals, corporations, and foundations. S/he will also manage and mentor Imagine's current development team to ensure all annual fundraising goals are met or exceeded. Specific responsibilities include the following:

- Provide the necessary training and ongoing support for the Executive Director, the Board, and the Communications & Development Manager to manage their own portfolio of prospects and donors (corporate and/or individual and other grant making organizations).
- Personally manage a portfolio of major individual, corporate and grant donors and prospects.
- Actively participate in the local non-profit community to raise awareness about Imagine and to identify and engage potential new individual and organizational prospects and partners.
- Develop a multi-channel, 12-month calendar of events and engagement activities to realize increasing numbers and levels of donations over time from current and new donors.
- Directly coach and develop the Communications & Development Manager to effectively run all annual fundraising initiatives, including the design, segmentation, and distribution of one-two annual appeals.
- Work closely with the team to ensure the timely submission and management of all grants to meet foundation giving goals.

- Manage the Development Associate to segment the database and execute timely and consistent gift acknowledgement and pledge reminder procedures.

## IDEAL CANDIDATE QUALIFICATIONS AND COMPETENCIES

The ideal candidate will have a bachelor's degree plus 10+ years of experience that includes demonstrated success in all aspects of institutional advancement, especially major gift fundraising and capital campaigns. In addition, the ideal candidate will be a charismatic public speaker who can effectively represent the organization in public settings and speak to Imagine's mission with passion and authenticity. The organization seeks an empathetic, approachable development professional who leads with integrity. The ideal candidate will be a results-driven, process-oriented collaborator, facilitator, and planner who can strategically build positive external relationships, alliances, and partnerships. S/he will also possess the following qualities and competencies:

- Model servant leadership by empowering others, encouraging diversity of thought, building a culture of trust, and putting shared goals first.
- Exhibit a deep commitment to life-long learning in general and ongoing professional development in particular.
- Display creativity and adeptness at devising and implementing comprehensive development strategies that integrate and leverage relationship-building activities for individuals and organizational partners across all components of the development operation.
- Possess exceptional presentation and interpersonal skills, and the ability to effectively engage others through active listening.
- Exemplify integrity by maintaining high ethical standards of conduct, sharing information fully and accurately, and upholding the ideals of organization, morally and ethically.
- A team player who demonstrates strong aptitude and initiative in working collaboratively and independently towards shared goals that engage multiple internal and external constituencies.
- Proficiency with CRM databases and Microsoft Office applications would be ideal.
- Have extensive experience and competence in setting and achieving quantifiable goals based upon in-depth operational assessment and statistical analysis.

## COMPENSATION

Imagine is prepared to offer the new CDO a competitive compensation package which consists of a six-figure base salary and performance bonus. In addition, this position offers an opportunity to join an organization entering an accelerated stage of growth to meet unmet needs beyond its current geographic scope to help ensure that no child grieves alone, and to work with a dedicated team of professionals that are making a profound difference in the lives of individuals and families who are coping with loss.

## 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 Patrick Collins, Senior Vice President of DCM at [patrick.collins@dcm-associates.com](mailto:patrick.collins@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.miller@dcm-associates.com](mailto:dennis.miller@dcm-associates.com).



*Executive Search  
Nonprofit Leadership  
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