

## POSITION PROFILE



EXECUTIVE VICE PRESIDENT  
of  
DEVELOPMENT



Founded in 1992, **After-School All-Stars (ASAS)** provides comprehensive after-school programs to keep children safe and help them succeed in school and life. ASAS is one of the country's largest nonprofit organizations working to close the opportunity gap for low-income youth. ASAS relies on government and private philanthropic support to offer its high-quality education and enrichment programs to help its students be safe and healthy, graduate from high school, attend college, find careers they love, and give back to their communities.



The roots of ASAS were formed in 1990 when President George Bush appointed Arnold Schwarzenegger as Chairman of the President's Council on Physical Fitness and Sports. Two years later, Arnold Schwarzenegger and Danny Hernandez founded the Inner-City Games Foundation (ICGF) in Los Angeles, bringing sports to under-resourced youth. From 1992 to 2003, ICGF launched 15 chapters across the country. In 2003, Inner-City Games Foundation expanded its mission to school-based, comprehensive after-school programs and rebranded as After-School All-Stars (ASAS).

**Today, ASAS offers year-round, free comprehensive programs and support services for youth and their families, impacting more than 150,000 students annually at 728 school and community sites via 18 chapters across the U.S.**



The ASAS network combines Independent Chapters, Shared Chapters, and National headquarters. Nine Independent Chapters operate with their own 501(c)(3) designations. These chapters utilize the ASAS name and brand, but have their own development, finance, HR, and marketing staff. The nine Shared Chapters operate under the National 501(c)(3) and receive direct support with finance, HR, and audit as well as development and marketing. ASAS National cooperates with all chapters on program quality, development and training, [research](#), evaluation, and data management as well as securing and implementing federal grants.



ASAS seeks a dynamic, strategic, and results-driven Executive Vice President (EVP) of Development to lead fundraising efforts for the National organization and the nine Shared Chapters, supporting ASAS's sustainability and growth. The EVP will join a dedicated and collegial team, wholly committed to ASAS's mission and continued expansion. ASAS is team-centered and supportive of the unique talents of each individual staff member and provides competitive salaries and excellent benefits to ensure that staff thrive.



## General Purpose of Position

This position will lead the comprehensive development effort and grow national revenues yearly. Specifically, the EVP of Development will:

- ★ Collaborate with the executive leadership team and board of directors to align fundraising strategies with organizational priorities and goals.
- ★ Lead and mentor a team of fundraising professionals, providing guidance and support to achieve individual and team goals.
- ★ Develop and execute a strategic fundraising plan to meet annual revenue targets and support the organization's mission and programs.
- ★ Cultivate and steward relationships with major donors, foundations, corporations, government funders, and other key stakeholders to secure significant financial support.
- ★ Identify new opportunities for donor engagement, including events, campaigns, and partnerships, to expand the organization's donor base and increase revenue streams.
- ★ Oversee the planning and execution of fundraising events to maximize donor engagement and revenue generation.
- ★ Collaborate with the senior staff to increase the organization's endowment.
- ★ Oversee processes for donor prospecting, tracking, and reporting to ensure effective donor communication and stewardship.

## Financial Targets

On average, the National development team raises \$30 to \$35 million annually, including nearly \$10 million for the National headquarters and an additional \$20 to \$25 million in collaboration with the nine Shared Chapters toward each of their revenue goals. All combined, the sources of support currently break down as follows: 32% from government funding, 27% from special events, 13% from corporations, 13% from foundations, 9% from in-kind and other donations and 6% from individual donors. The EVP of Development will be tasked with growing annual revenues from all sources, public and private, year over year, as ASAS strives to serve more needy students.

With a proud history of expanding its programs to meet the needs of students and families, ASAS recently launched an endowment to help sustain our operations into the future. The EVP of Development will partner with the ASAS CEO, President, and volunteer leaders to support the continued success of the endowment campaign.



## Reporting Relationships

This position reports directly to the President of ASAS, a talented non-profit professional with decades of experience as a successful fundraiser. The President reports to the CEO, who also excels at fundraising and together, they wholly support the organization's diverse sources of revenue, a healthy balance of public and private support. The EVP will enjoy a close working relationship with these two top leaders along with other dedicated leaders across ASAS.

The EVP of Development will supervise the Development Department at the National office. The team is dedicated, hard-working and eager to learn and grow under a talented and supportive leader. The Development team consists of seven members: six full-time members and one AmeriCorps VISTA team member.

The six full-time Development positions are as follows:

1. VP of Development, Major Gifts
2. Director of Government Grants
3. National Director of Foundation and Corporate Giving
4. Raiser's Edge Administrator
5. Special Projects Manager
6. National Grant Writer

The EVP of Development will have cross collaboration with the marketing department specifically on fundraising and brand awareness initiatives, including appeal campaigns and cause marketing efforts.

## Location

The EVP of Development will work from the Los Angeles National Headquarters in the Mid-Wilshire District. The successful candidate will be expected to be in the office four days per week, Monday through Thursday, working remotely on Fridays. The EVP may travel from time to time to support fundraising efforts.

## Experience and Personal Traits

Significant experience as a frontline fundraiser with demonstrated success in personally identifying, cultivating, soliciting, and securing gifts from individuals, foundations, and corporations.

- ★ Experience leading talented teams of development specialists in the areas of foundation relations and grant writing, corporate sponsorships, major gift fundraising, special events, government grants, and CRM Management while having a deep understanding of each specialty.
- ★ Must be a highly energetic and entrepreneurial professional with a track record of building productive and lasting donor relationships.
- ★ An inclusive attitude toward staff, leadership, and team building.
- ★ Ability to lead, train, and inspire staff.
- ★ Experience with non-profit organizations whose missions focus on education and youth development.
- ★ Knowledge of national funders of education and youth development preferred.
- ★ A familiarity with endowment fundraising is a plus.
- ★ A commitment to maintaining the utmost discretion while working closely with well-known celebrities and high-profile community leaders.



## Requirements, Career Path, and Education Background

The ideal candidate has a creative, flexible, entrepreneurial, and innovative approach to work. The ability to represent ASAS with professionalism and strong and engaging communication skills (both written and verbal) is essential. At a minimum, this position requires:


- ★ Ten years or more of non-profit fundraising experience with sustained success in securing gifts from individuals, foundations, and corporations, growing philanthropic support year over year.
- ★ A bachelor's degree is required, and an advanced degree in non-profit management, business administration, or a related field is preferred.
- ★ Excellent communication and interpersonal skills, with the ability to cultivate and maintain relationships with donors, board members, and other stakeholders.
- ★ Strong management skills, with experience leading and motivating teams to achieve goals.
- ★ Knowledge of fundraising best practices, donor cultivation techniques, and Raiser's Edge CRM.
- ★ Passion for the organization's mission and a commitment to advancing its goals through effective fundraising efforts.

## Compensation and Benefits

ASAS offers a highly competitive compensation package, including a salary of between \$180,000 and \$220,000 annually, commensurate with the qualifications and experience of the individual candidate. ASAS promotes a healthy work/life balance and offers a competitive benefits package, including but not limited to medical, dental, vision, and pet insurance, substantial paid time off (pro-rated based on years of service), up to 25 annual paid holidays, a 403(b) plan with an employer match of up to 5%, short-term and long-term disability options, and life insurance.

## Application Process

Please submit the following to [Michelle@MichelleWhitingandAssociates.com](mailto:Michelle@MichelleWhitingandAssociates.com):

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1. Cover letter: All candidates must submit a thoughtful cover letter that provides qualifications, experience, and past success with individual, corporate, and foundation fundraising in a comprehensive development program and how these qualifications fully intersect with After-School All-Stars' needs for this position.
  2. Résumé/CV
  3. Compensation requirements

Please forward with "Executive Vice President of Development" as the subject line. All three attachments must be received. Incomplete applications will not be considered. Due to the anticipated volume of applications, only principal, qualified candidates will receive a response. We ask that no emails or phone calls be directed to After-School All-Stars.

To learn more about After-School All-Stars, please visit the website: [www.afterschoolallstars.org](http://www.afterschoolallstars.org). ASAS is an equal opportunity employer, and candidates of diverse backgrounds are encouraged to apply. Employment decisions at ASAS are based on merit, qualifications, and abilities and are made without regard to race, color, national origin, age, sex, sexual orientation, gender identity, disability, or any other characteristic protected by federal law.