



Chief Development Officer

The Associated

Baltimore, MD

Salary: \$225,000

BACKGROUND

The Organization

For more than a century, The Associated: Jewish Federation of Baltimore, alongside their family of community agencies, has been the cornerstone of building a dynamic community that cares for one another and inspires its neighbors to work together to create a world of good.

The Associated is recognized as one of the top giving Jewish communities in North America and a national leader within the Federation system. The Annual Campaign, the base of The Associated's philanthropic efforts, raised approximately \$30 million in 2023, serving as the central fundraising vehicle for all system agencies. That support is augmented by another \$20 million in endowment and grant revenue from its endowments, affiliated supporting foundations, and donor advised funds. Recently, The Associated completed an unprecedented \$200 million capital and endowment Centennial Campaign, charting the course for its second century. With a diverse real estate portfolio and a robust endowment and investment program totaling nearly \$1 billion in assets, The Associated is well-positioned for sustained impact.

| Campaign Size | Operating Budget | No. of Staff |
|---------------|------------------|--------------|
| \$30 Million | \$50 Million | 100+ |

To learn more, please visit: associated.org

The Position

The Associated seeks a dynamic, experienced, articulate, and creative Chief Development Officer (CDO) to guide and elevate all aspects of financial resource development across the organization. The CDO will join The Associated at an exciting moment of transition and growth and will play a crucial leadership role in an exceptionally invested and generous Jewish community. The Associated is looking for someone to partner with newly appointed President and CEO, Andrew Cushnir, to enhance its comprehensive fundraising capacity and infrastructure and help lead the organization through this next phase of growth. The organization's leadership is deeply committed to its fundraising success, and to new and innovative strategies for revenue diversity that strengthen the Baltimore Jewish community.

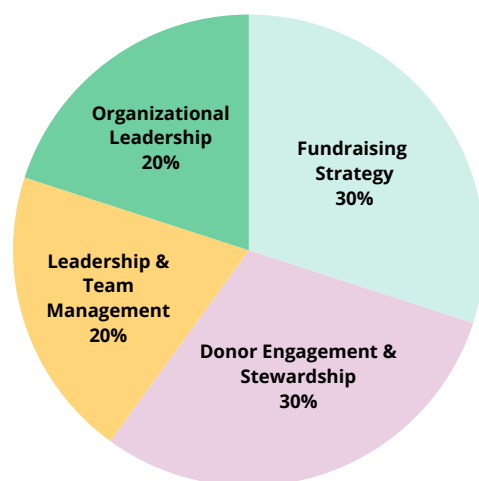
The CDO will lead and inspire a diverse and experienced development team, driving annual, capital and endowment fundraising efforts, targeted strategic philanthropy projects, and new initiatives. In addition to managing these core activities, the CDO will provide strategic oversight to The Associated's robust-donor-advised fund and foundation programs. Collaborating closely with both lay and professional senior leadership, the CDO will play a critical role in setting and achieving ambitious fundraising goals that align with agency-wide and community priorities.

The CDO will lead three direct reports and oversee the entire Development department, which consists of 20 staff members.

ROLE OVERVIEW

Fundraising Strategy

- Foster a culture of philanthropy across the Associated and agency system, ensuring a coordinated approach. Represent and support The Associated's best interests regarding fund development.
- Create and implement a strategic and operating plan that allows for new donor development, increased annual support, stewardship of donors, and the securing of long-term commitments.
- Review and evaluate the current development operations and if necessary, restructure them to better meet The Associated's mission and organizational objectives.
- Leverage data to inform and drive development strategies and lead The Associated's efforts to effectively utilize data to enhance fundraising and donor engagement.



Donor Engagement and Stewardship

- Engage and steward donors of all levels to ensure the sustainability and growth of The Associated's Annual Campaign.
- Actively participate in leadership gift solicitations and manage a significant portfolio of major gift donors.
- Oversee supplemental and emergency campaigns as appropriate.

Leadership and Team Management

- Manage a dynamic senior development team and maintain a flexible leadership style that empowers staff through active communication and delegation.
- Provide a high level of support to board members and other volunteers on development-related activities in ways that inspire them to action and strengthen their commitment to the agency and system.
- Help to recruit, train, and motivate lay leadership and solicitors.
- Serve as a key ambassador and spokesperson for The Associated, effectively conveying the organization's mission and impact.
- Serve on The Associated's Executive Leadership Team and provide strategic leadership for the organization on all major issues confronting the community.

THE IDEAL CANDIDATE

Qualifications

- An exceptional major gift fundraiser with a proven track-record of securing 6-7 figure gifts from a diverse portfolio with existing and new major donors.
- An engaging and inspiring leader who has a personal commitment to Jewish values, Jewish community, Jewish continuity, Israel and global Jewry.

THE IDEAL CANDIDATE (cont.)

Qualifications (cont.)

- An inclusive and collaborative leader with extensive Jewish communal knowledge who can successfully interface with multiple demographics within and outside of the community.
- Understanding of the complexity of the volunteer/professional relationship and success managing those relationships in an effective and professional manner.
- An excellent oral and written communicator able to tailor messaging to appropriate stakeholders and demographics.
- A team builder who motivates others to perform at a high level to reach their goals.
- An experienced professional with superior organizational management skills.

WHO WE ARE

Work Environment

This position offers a hybrid work arrangement, with a requirement of three days per week in the office. Starting in spring 2025, The Associated will be relocating to a new, state-of-the-art office building.

COMPENSATION AND BENEFITS

Salary

This position has a starting salary of \$225,000. Salary is commensurate with experience.

Benefits

The Associated offers a comprehensive benefits package, including health insurance, medical plan with Health Savings Account (HSA) option, 401(k) employer match, life insurance, Long Term Disability (LTD), Flexible Spending Plans, paid parental leave, tuition reimbursement, holiday pay, wellbeing programming and a complimentary membership to the Jewish Community Center. We also make work/life balance a priority by offering generous vacation and sick time.

This job description is not intended to be all-inclusive, but to describe the general nature and level of work to be performed. The Associated is proud to be an equal opportunity employer. In keeping with our Jewish values, The Associated supports a thriving Baltimore that celebrates diversity and appreciates the unique combination of gender, race, age, religion and ethnicity, sexual orientation, intellectual and physical disabilities, and special qualities that each resident adds to the fabric of life in Baltimore. We welcome everyone interested in our mission to join us. If you require accommodations, please contact us, and we will make every effort to meet your needs.

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