



Organization: Silver Lining Mentoring

Position Title: Chief Development Officer

Salary & Benefits: Salary commensurate with experience, with an anticipated salary between \$175,000-\$215,000. Silver Lining Mentoring offers a strengths-based collaborative team, flexible work environment, accessible office location in downtown Boston, and excellent benefit package with generous vacation including a 1 week closure the last week of the year.

Office Location: Boston, MA – Currently SLM works in a hybrid capacity with all staff working in-person from our downtown Boston office on Wednesdays and additional days as needed. This position is based in Massachusetts, applicants must be a resident of MA, NH or RI (or plan to move to MA if offered the position). Position will require some evening and weekend participation in fundraising events and occasional travel for conferences and meetings with funders and stakeholders.

To Apply: Candidates should submit a resume and cover letter explaining why you would like to be considered for this position to HR@silverliningmentoring.org. Applications will be reviewed starting 7/24/2023 for an anticipated start date of October 2023.

About Silver Lining Mentoring:

Silver Lining Mentoring (SLM) empowers youth in foster care to thrive through committed mentoring relationships and the development of essential life-skills. For over 20 years, SLM has matched young people in the child welfare system with highly-committed volunteer mentors. The match relationship is supported by in-depth training and ongoing personalized match support from clinically-trained staff. Most youth participants are preparing to age out of the child welfare system, and Silver Lining Mentors offer both companionship and guidance in navigating critical life skills.

SLM offers four core services to make mentoring available to more youth impacted by foster care. In the greater Boston area, SLM offers: Community Based Mentoring, which provides one-to-one volunteer mentorships to youth ages 7+; Learn & Earn – a life skills curriculum accompanied by a 1:1 volunteer mentorship available to young people ages 16+; and CLIMB which provides life skills development and leadership opportunities to help young adults navigate their independent living goals. SLM's fourth core service is offered through the Silver Lining Institute, the organization's national initiative, launched in 2019, to expand access to mentoring relationships for youth impacted by foster care. For more information please visit www.silverliningmentoring.org.

About the Role:

The Chief Development Officer (CDO) has an extraordinary opportunity to build the capacity of a dynamic organization poised for significant growth. The CDO will be a seasoned, ambitious, and strategic leader who will oversee all fundraising and communications activities. The successful candidate will create and implement a strategy to diversify Silver Lining's funding base, raise its profile regionally and nationally, build a constituency of committed and informed supporters, and attract a sustainable funding base to help Silver Lining scale its impact and realize its strategic goals. This position will serve as a key senior leadership team member, culture carrier and thoughtful decision maker at Silver Lining Mentoring.

Reporting to the Chief Executive Officer, the CDO will have primary responsibility for establishing and implementing the strategy and infrastructure needed to grow the current \$3.4M budget through the solicitation of major gifts, special events, and corporate, foundation and government support. The CDO will expand and diversify SLM's donor base/pipeline, inspire and educate stakeholders and secure funding for new initiatives and expansion efforts. In addition, the Chief Development Officer will work closely with the Board of Directors and support Board members as they engage in proactive fundraising roles. The role requires close partnership with the Chief Executive Officer, Chief Operating Officer, Senior Director of Strategy & National Impact, and the Director of Development. The CDO will be responsible for effectively utilizing SLM's platform to advance the movement such that more young people impacted by foster care regionally and nationally will have access to high quality mentoring relationships.

Responsibilities:

- Serve as an active member of the executive leadership team by collaborating to create organizational strategy and goals and advance Silver Lining's vision
- Provide strategic vision to the fundraising program, identifying growth potential and maximizing opportunities for revenue development.
- Serve as a thought partner to the CEO and provide direction to the board and development team in the effective execution of all development and communication activities
- Create a cross-departmental strategy that drives organizational growth and strategic alliances across all external stakeholder segments and profiles aimed at improving stakeholder experience and engagement through shared accountability
- Develop and implement a comprehensive fundraising strategy to include grants, individual giving and events by working actively with the CEO, board, development team and senior staff to oversee, execute and archive all funding proposals, pitches and reports with an eye toward long-term relationship-management
- Collaborate with development team to research funding sources and trends, with an emphasis on predictive analytics, to help position SLM ahead of major funding changes or trends in the field
- Provide a strong, values driven leadership presence by representing SLM at conferences, high-level working groups, and representing SLM's work to partners, funders, media contacts and other stakeholders
- Build, lead and motivate the 2-4 person development team which includes communications and fundraising, supporting and coaching all members to meet collective and individual goals
- Develop and implement an integrated strategic communications plan to advance programmatic and fundraising goals, including broadening awareness of SLM programs

and priorities; enhancing messaging, brand identity and differentiation; and increasing the visibility of programs across key stakeholder audiences

- Oversee the training and support of all SLM staff and board to ensure consistent brand messaging, timely communication, high quality event experiences, and exceptional relationship management activities
- Identify ways to deepen alignment across departments to maximize resources, improve efficiency, deepen impact and more effectively achieve desired outcomes
- Develop and implement a stewardship program aimed at cultivating deeper ties with donors
- Monitor and report regularly on the progress of development activities to the CEO, senior staff, the Board of Directors and other key stakeholders

Qualifications:

Our ideal candidate will be a values led, adaptable individual interested in supporting youth impacted by foster care. Data shows that BIPOC and women candidates often rule themselves out from job opportunities when they don't feel they fit 100% of the criteria listed in a job description. If that sounds like you, please don't rule yourself out!

- Record of achievement in creating and implementing a development strategy, including examples of closing major gifts, establishing new donor relationships, expanding and cultivating existing donor relationships over time, and managing a diverse portfolio of funding sources in a development function
- 10-plus years of progressive responsibility in fundraising demonstrating all points above
- History in fundraising leadership, senior leadership and decision making, project management, communications and branding, facilitation, working with boards, and event planning
- Excellent communication skills, both written and oral; ability to influence and engage a wide range of donors and build long-term relationships
- A proven track record of successfully leading, managing, and growing a performance- and outcomes-based team, preferably within the nonprofit or philanthropic sectors
- Ability to compel others to action as a key storyteller with excellent interpersonal skills and a passion for creating relationships that draw out the best in board members, colleagues, stakeholders, donors, volunteers, young people and prospects
- Flexible and adaptable style; a leader who can positively impact both strategic and tactical fundraising initiatives
- Ability to work both independently without close oversight, but also a team player who will productively engage with others at varying levels of seniority within and outside SLM
- Commitment to social justice and cultural responsiveness
- Bachelor's degree and Master's degree preferred
- High energy and ability to speak with passion about SLM's mission is essential
- Demonstrated change management and time management skills
- Customer focus with exceptional attention to detail
- Resourcefulness and flexibility - ability to execute toward goals at varying resource levels
- Sense of humor required, ability to laugh at oneself preferred

To Apply:

Submit cover letter and resume to HR@silverliningmentoring.org