



Vice President of Individual Giving



About Operation Homefront

Building Strong, Stable, and Secure Military Families

Since 2002, Operation Homefront has been proudly serving America's military families. The organization provides **relief** and **recurring family support** programs and services throughout the year to help military families overcome short-term difficulties, so they don't become long-term hardships. Operation Homefront has consistently earned high ratings from leading charity rating services, including Charity Navigator, which gave Operation Homefront 4 Stars for 11 consecutive years for superior service and accountability. At Operation Homefront, 83 percent of expenditures go directly toward delivering programs and services to the military families who need them most.



Access the full video here: https://www.youtube.com/watch?v=RgXewCyz_50



Mission, Vision, & Values

Mission

To build strong, stable, and secure military families so they can thrive, not simply struggle to get by, in the communities. our communities, they have worked so hard to protect.

Vision

Be the provider of choice for short-term financial relief and recurring family support programs to ensure the long-term empowerment, self-sufficiency, and resiliency of military families.

Values

- **Do What's Right:** Operation Homefront's actions must always reflect the best interests of the military families it seeks to serve.
- **Respect Others:** Recognizing the multiplicative power inherent in a diverse workforce, Operation Homefront places a priority on creating a collaborative, trust-based working environment that values dignity, teamwork, and each individual's contribution to its collective success.
- **Perform With Excellence:** Our troops and their families work tirelessly to protect the freedoms we enjoy daily, and they deserve our very best efforts to support them. To do so, Operation Homefront must stay focused on its mission, be accountable, and strive to exceed expectations.
- **Gratitude:** As a conduit by which Americans are able to show their appreciation for all that our military community does on our behalf, Operation Homefront must reflect this appreciation and be grateful to all who help us accomplish its mission.

Core Beliefs

- To help our military families in their time of need for all they have done for all of us in our nation's time of need.
- Strong military families make their communities stronger and these strong communities, in turn, make America stronger.



The Opportunity

Operation Homefront Seeks a Strategic and Innovative Professional

Operation Homefront is excited to offer a unique opportunity for a strategic Vice President of Individual Giving to lead its fundraising program efforts.

The Vice President of Individual Giving will lead the creation and implementation of a comprehensive fundraising strategy encompassing mid-level, major giving, and planned giving to build a successful individual giving program that will produce \$7M by 2029. Partnering with the Senior Director of Direct Response, the Vice President of Individual Giving will lead the individual giving strategy in concert with the direct response initiatives in an effort to meet fundraising goals, grow the donor base, and diversify the organization's donor pool.

Responsibilities include:

- ❖ Manages a portfolio of donors and prospects of 125, with a focus on \$25K donors and above.
- ❖ Leads, coaches and mentors a team of fundraisers to elevate and motivate desired performance. Provide on-the-job training to build the team's fundraising skills and competencies.
- ❖ Expands and nurtures external relationships to grow and diversify major donor and planned giving support.
- ❖ Develops and implements strategic plans and fundraising initiatives for individual giving, major gifts, and planned giving in alignment with organizational goals and priorities.
- ❖ Develops and oversees the implementation of an annual prospecting.
- ❖ Utilizes data along with donor and volunteer networks, in an effort to grow the pipeline of high-level prospects and donors.
- ❖ Creates and executes targeted plans for cultivation, solicitation, and stewardship of existing and new prospects who secure gifts and move donors up the giving ladder.
- ❖ Develops an integrated major and planned giving program with a target of generating at least \$7M by 2029, and of promoting awareness in the philanthropic community of Operation Homefront's mission, accomplishments, and opportunities for growth.
- ❖ Establishes measurable annual goals and operational plans for major and planned giving initiatives and evaluates and reports progress against benchmarks.



The Candidate

Experience and qualifications:

- ❖ Minimum of 7 years of fundraising experience in fundraising and/or association management, with at least 5 of those years focused on individual giving.
- ❖ Proven track record of closing gifts from individuals from \$100K to \$1M, plus a track record of revenue growth.
- ❖ Ability to convene and bring a team along. Experience with individual giving within a larger development program that includes direct response.
- ❖ Demonstrated ability to develop and expand a donor pipeline.
- ❖ Communication skills, strong writer and presenter, likability and savvy relationship builder.
- ❖ Knowledge of fundraising concepts and techniques, including gift planning and procedures, as well as current trends in charitable giving in the areas of major and legacy gifts.
- ❖ Experience crafting innovative strategies for successful fundraising initiatives or for targeted funding campaigns.

Preferred Skills and Competences:

- ❖ Personal connection to military families/veterans and/or experience working in the VSO space.
- ❖ Comprehensive campaign experience, regional/national structure experience, track record of working with a Board who isn't particularly savvy on individual giving.
- ❖ Experience raising money under a newly-appointed CEO.
- ❖ Experience working within a Development Dept with a very strong corporate/foundation program. Two direct reports.



Submit your application at:

<https://driwaterstonehc.com/position/operation-homefront-vp-individual-giving>

Salary Range:
\$130K - \$160K

Location:
Fully Remote.

Travel:
Travel is required.

Equal-opportunity Employer

Operation Homefront provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type on the basis of race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws. This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and professional development.

DRiWaterstone has been exclusively retained for this engagement. All first-round interviews for this position will take place via video conference with DRiWaterstone.

About DRiWaterstone

DRiWaterstone is a women-founded and led executive search firm recognized by Forbes magazine as one of the leading executive recruiting firms in the U.S. With a focus on purpose and mission-driven organizations, we provide executive search and strategic consulting services to help regional, national, and international clients grow, thrive, and excel.

DRiWaterstone is proud to lead this search.