



Elizabeth Dole Foundation

CARING FOR MILITARY FAMILIES

Honoring Our Nation's Hidden Heroes



Vice President of Individual Major Gifts Washington, DC

DRi Waterstone
HUMAN CAPITAL

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About The Elizabeth Dole Foundation

Improving Support for America's Hidden Heroes

The Elizabeth Dole Foundation (EDF) is the preeminent organization empowering, supporting, and honoring America's 14.3 million military caregivers--the spouses, parents, family members, and friends who care for our nation's wounded, ill, or injured veterans.

The Foundation was founded in 2012, and takes a comprehensive approach in its advocacy, working with leaders in the public, private, nonprofit, and faith communities to recognize military caregivers' service and promote their well-being. Its mission and goal are to strengthen, empower, and support America's military and veteran caregivers and their families by raising public awareness, driving research, championing policy, and leading programs and partnerships that make a significant impact on the lives of those who have served our nation. In 2022, EDF successfully championed the expansion of the Department of Veterans Affairs' Program of Comprehensive Assistance for Family Caregivers to caregivers of every war era.

The Foundation is currently at an inflection point; since putting the issue of military caregiving on the map a decade ago, the Foundation has grown to meet the needs of the military caregiver community. Over the last several years, revenue, staff headcount, and direct service programs have grown significantly, turning an initial \$1M annual budget into a now more than \$10M operation with a national team of thirty dedicated staff.

EDF wants to continue its trajectory of growth by providing a continuum of care to military caregivers and their families. EDF is committed to using evidence-based research to identify and address the most pressing issues military and veteran caregivers face across the nation.

Four Key Pillars - The Elizabeth Dole Foundation has identified four key pillars that will drive their work over the next decade. Taken together, EDF aims to help military and veteran caregivers reach optimal physical health, psychological and emotional well-being, social connectedness, personal growth, and a sense of purpose in life.



PILLAR ONE Strengthen Emotional and Mental Wellbeing



PILLAR TWO Grow and Sustain Economic Mobility



PILLAR THREE Improve Support and Outcomes for Caregiving Youth and Families



PILLAR FOUR Improve Support and Outcomes for Caregiving Youth and Families Foster Supportive Care Ecosystems for Veterans and their Caregivers

EDF's Mission, Vision and Core Values

Mission

To empower military and veteran caregivers, their families, and their communities through programs, partnerships, and advocacy that drive innovation and sustainable solutions.

Vision

An America where all caregivers and the people they care for thrive.

Core Values



Selfless Service

Through hard work, humility, and unending compassion, we will honor the remarkable sacrifices that our caregivers, their veterans, and their families have made.



Integrity

We will uphold the highest standards of honesty, transparency, and accountability across all of our activities and interactions.



Courage

We will boldly seek innovative and impactful solutions to complex challenges and fearlessly advocate for our community.

Caregivers and Veterans are at the Center of EDF's Work

- **Caregivers + Veterans/Service Members:** The 14.3 million selfless family members and friends who devote substantial time to caring for a wounded, injured, or ill service member or veteran at home. Research and data prove they play one of the most critical roles in the health and recovery of our veterans and service members.
- **Military/Veteran Families:** In many cases, caregiving and recovery is a family affair. Providing support programs for millions of caregiver children and military and veteran families is vital. Strong, healthy, well-supported families lead to better health outcomes for veterans and service members.
- **Engaged Communities:** Educating and engaging communities on the needs of caregivers, their veterans, and families is key. Caring for a wounded, ill, or injured veteran can be an isolating experience, and most communities are unaware of their needs. Building awareness and healthy, supportive communities is critical.
- **Systems of Care:** Holistic, family-based, caregiver-inclusive teams are essential for the health and recovery of our nation's service members and veterans. Health systems must recognize, affirm, understand, and acknowledge the unique value and skills of caregivers.

The Opportunity: Vice President of Individual Major Gifts

The Elizabeth Dole Foundation Seeks a Strategic and Innovative Professional

Elizabeth Dole Foundation is excited to offer a unique opportunity for a strategic Vice President of Individual Major Gifts to lead its fundraising program efforts.

The Vice President of Individual Major Gifts, reporting to the Chief Development Officer, will lead the implementation of a comprehensive individual fundraising strategy encompassing mid-level, direct mail, membership, major, and principal giving to build a successful comprehensive effort that will grow significantly over the course of the next five years. The organization raises approximately \$12M per year, with \$1M coming from individual gifts. The Vice President of Individual Major Gifts will lead the individual major gifts strategy to meet fundraising goals, grow the donor base, and diversify the organization's donor pool.

Responsibilities include:

- ❖ Develops an integrated major and planned giving program with the goal of building out a major gifts team and significantly elevating the major gifts fundraising of the Foundation beyond its current level of \$1M annually.
- ❖ 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.
- ❖ Establishes measurable annual goals and operational plans for all aspects of individual (annual, major, planned giving) and creates a five-year growth strategy and evaluates and reports progress against benchmarks.
- ❖ Leads, coaches, and mentors a team of fundraisers to elevate and motivate desired performance and 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 as part of a moves-management strategy.
- ❖ Develops and oversees the implementation of the annual prospecting strategy.
- ❖ Utilizes data along with donor and volunteer networks to grow the pipeline of high-level prospects and donors.



The Candidate

Experience and qualifications:

- ❖ Proven track record of closing gifts from individuals from \$100K to \$1M, plus a track record of revenue growth.
- ❖ A moves-management expert who can develop and implement a strategy that focuses on growth, retention, qualification, and stewardship aimed at increasing the pipeline and individual giving year over year.
- ❖ Exceptional communication skills.
- ❖ A commitment to excellence and an understanding of the difference between urgent and important.
- ❖ An authentic relationship builder who knows when to make the ask as well as when not to.
- ❖ 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.
- ❖ Experience mentoring and leading a team.
- ❖ Demonstrated success leading or being part of a dynamic development team that showcased data-driven processes, accountability, and reporting.
- ❖ Minimum of 7 years of fundraising experience in fundraising and/or association management, with at least 5 of those years focused on individual giving.

Preferred Skills and Competences:

- ❖ Comprehensive campaign experience, regional/national structure experience, track record of working with a Board to increase individual giving.
- ❖ Experience successfully managing and building a strong development team.





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Applications can be submitted at:
<https://driwaterstonehc.com/position/vp-img-edf/>

Salary

\$150,000-\$185,000 salary per year.

Location

This position's job location is in Washington, DC – 3-4 days a week in the office.

DRiWaterstone is managing the search on behalf of the Elizabeth Dole Foundation. All first-round interviews for this position will take place via video conference with DRiWaterstone.

Equal Opportunity Employer

The Elizabeth Dole Foundation is proud to be an equal opportunity employer and encourages people of all backgrounds and identities to apply. All applicants will be considered without attention to race, color, religion, national origin, sex, age, marital status, personal appearance, sexual orientation, gender identify or expression, familial status, family responsibilities, political affiliation, genetic information, disability, or any other quality or circumstance protected by federal or state law.

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 mission and purpose-driven organizations. They provide executive search and strategic consulting services to help regional, national, and international clients grow, thrive, and excel.