



THE OHIO MASONIC COMMUNITIES
FOUNDATION

POSITION GUIDE

Director of Development

ABOUT THE OHIO MASONIC COMMUNITIES FOUNDATION

The Ohio Masonic Communities (OMC) is committed to people and dedicated to communities. Whether through embracing innovation, proactively addressing needs, or bringing dreams to life, their goal is to empower residents, staff, and community members to live their best lives and thrive. With three senior living communities – Browning Masonic Community in Waterville, Ohio, Springfield Masonic Community in Springfield, Ohio, and Western Reserve Masonic Community in Medina, Ohio – they and The Ohio Masonic Communities Resource Center, funded by the Foundation, exists as a link between resources and services and the people who need them whether in their own home or on one of their campuses. The Ohio Masonic Communities Foundation exists as a separate 501c3 supporting OMC and the Resource Center by strengthening seniors’ lives with hope, compassion, and security.



As a top senior living care organization, OMC has a five-star rating from the Centers for Medicare and Medicaid Services and is consistently recognized with high customer satisfaction. They are recognized as leaders in the field of memory care and partner extensively with Cleveland Clinic and Medina Hospital.

Having recently completed major \$50M renovations to their Western Reserve campus, OMC has plans for significant capital development to Springfield and Browning Masonic Communities. To continue to provide optimal care and be the organization of choice, the Foundation seeks to increase volunteer fundraising, grow its endowment, and begin formalizing plans for a capital campaign.

Learn more about [The Ohio Masonic Communities](#) and the [Foundation](#).

CONNECT



<https://omcfoundation.org/>



THE POSITION

The Director of Development, a pro-active, relationship builder, and mission-driven fundraising operational strategist, will provide oversight of The Ohio Masonic Communities Foundation’s annual giving, communications and direct mail, donor relations, and events and volunteer/auxiliary activities, taking fundraising to the next level. Reporting directly to the Executive Director, the Director of Development leads a team of three, with the potential to hire additional staff as needed. They will coordinate resources, messaging, plan details, and segment audiences to promote awareness of, and inspire support for, the mission of the Foundation. The Director of Development will also have strength in developing a portfolio of existing and potential donors and, in partnership with major gifts, support a strategy to enhance and extend relationships to generate greater philanthropic revenue.

RESPONSIBILITIES

The Director of Development will have the following primary responsibilities:

- Expand and augment fundraising plans, executing a strategic, multi-channel annual giving program focused on successfully executing mass solicitations and special projects, increasing annual revenue, and providing a pipeline of leadership annual, mid-level, and major gift prospects and donors.

MAJOR OBJECTIVES

Within the first 12 to 18 months, the Director of Development will achieve the following major objectives:

- Establish strong, trusting relationships through capable leadership and travel with the leadership team, Foundation board, OMC board of trustees, staff, and community.
- Assess and align development infrastructure, systems, and programs to support an effective moves management approach and build pipeline of major gifts.
- Promote an integrated and supportive culture of philanthropy across the organization and attract, steward, and engage network of volunteers, inspiring increased peer to peer fundraising.
- Serve as an authentic, respectful, and effective ambassador for diverse audiences around OMC’s strategic priorities and upcoming campaign initiatives.





- Lead, manage, and inspire a team of three development professionals, with the potential to hire additional staff as needed.
- Promote moves management system, including data segmentation to identify and assign donors to gift officer portfolios and help ensure a smooth transition, increasing overall investment and engagement for the annual giving program.
- Collaborate with leaders and the team to implement a comprehensive fundraising plan to build the endowment and achieve specific individual and team revenue goals.
- Utilize tools and resources including Target Analytics, Raiser’s Edge NXT, Grand View, and other resources necessary to achieve the Foundation’s goals.
- Partner with Executive Director, Gift Officers, Volunteers, and other staff to deliver impactful and meaningful messaging to targeted audiences.
- Serve as second in command for fundraising and stewardship events.
- Craft presentations, speeches, event scripts, and other messaging for senior leadership as appropriate.
- Play a key role in helping to build a community of engaged support of OMC and its affiliates through peer-to-peer fundraising and various appeals.
- Collaborate with OMC Marketing department for the Foundation activities, and leverage social media, email, website tools, and resources to share stories of impact and build brand and mission awareness.
- Ability to travel and attend events as needed.

MISSION

At the Ohio Masonic Communities, we live our Masonic Values by serving as a trusted partner to help our communities thrive.

VISION

To provide best-in-class care and service to our communities.

VALUES

With Compassion and respect, The Ohio Masonic Communities actively address the needs of those we serve. We embrace innovation while pursuing excellence, operating with integrity and strong moral principles.

QUALIFICATIONS

The ideal candidate will possess most of the following qualifications and skill sets:

- A genuine passion for mission and work of The Ohio Masonic Communities with a focus on patient-centered care and masonic values.
- A minimum of five years of direct experience in annual giving in addition to relationship driven aspects of development/fundraising field, preferably in healthcare or complex nonprofit setting. In addition, proven track-record in successful solicitation of gifts and management experience required.





- Demonstrated expertise in using large data sets and tailored donor segmentation, engaging in donor mapping and research, and managing the overall fundraising pyramid, with an emphasis on cultivation, stewardship, and solicitation, to achieve foundation goals.
- Proficiency in Microsoft office and donor databases, preferably Raiser's Edge as well as knowledge of current tools, techniques, and strategies related to annual giving solicitation (Target Analytics and Research Point).
- Excellent interpersonal and communication skills, including cheerful and outgoing oral, written, and networking skills.
- Ability to quickly build, manage, and sustain strong relationships with internal and external stakeholders particularly where they have differing requirements and measures of success, and of brokering effective ways forward.
- Self-motivation and discipline to regularly set and achieve work goals, and outstanding organizational skills with attention to detail.
- Ability to work collaboratively in a team setting.
- Understanding of or ability to learn about the mission, philosophies, services, and programs of the Masonic Fraternity.
- Ability to work nights and weekends and travel throughout the state of Ohio as needed.
- A bachelor's degree is required; master's degree preferred.

KEY FACTS

- 8 to 11 total foundation staff (when fully staffed)
- \$4.5M contributed revenue FY23
- \$226M endowment
- 8-member foundation board of directors
- 5-member development committee of the foundation board
- 17-member OMC board of trustees
- [2021 Annual Report](#)
- [The Ohio Masonic Communities Foundation Education Module](#)

COMPENSATION AND BENEFITS

The salary range for this position is \$98,699 - \$148,185. Benefits include medical, dental, vision plans as well as preventative medications; extended illness reserve; group term life insurance; long and short-term disability; 403(b) retirement plan; educational assistance; paid holidays; and paid time off.

Employees must have a valid driver's license and the ability to be insured under OMC policy.

You will periodically have limited access to Protected Health Information for residents and/or staff members. You must adhere to all policies and procedures of the organization and all federal and state laws regarding the privacy of Protected Health Information, whether oral, written, or electronic.

Employees in this job classification have no exposure to blood or other potentially infectious materials (OPIM), per the MHC Bloodborne Pathogen Exposure Control Plan.



APPLICATION

The Ohio Masonic Communities Foundation has retained Campbell & Company. The team for this project includes Alex Catuara, Senior Consultant.



ALEX CATUARA
Senior Consultant

APPLY NOW >

Use the button above or visit www.campbellcompany.com to learn more about this opportunity.

EQUAL EMPLOYMENT OPPORTUNITY

It is The Ohio Masonic Communities policy to abide by all applicable laws and regulations prohibiting discrimination, including discrimination on account of race, color, sex, sexual orientation, gender identity, religion, national origin, ancestry, age, veteran status, disability, genetic information, or any other unlawful factor. This applies to recruitment, job placement, transfer, promotion, compensation, employee benefits, layoff and recall from layoff, termination of employment, training, and Ohio Masonic Home-sponsored social and recreational programs and activities.



Drawing on our deep expertise in environmental/conservation, human services, arts and culture, education, healthcare, and association/membership organizations, **Campbell & Company offers a high-touch, human-centered executive search experience for clients and candidates.** We recruit from our extensive national networks leveraging the relationships and reach of our entire firm, which for 47 years has partnered with organizations across the nonprofit sector to advance their missions and deepen their impact.

We are proud to be the executive search firm of choice for hundreds of nonprofit organizations. Campbell & Company has been listed four times as one of the country's **best executive search firms** by *Forbes* Magazine and named one of Women of Color in Fundraising and Philanthropy (WOC)'s **Top 10 search firms for placing extraordinary leaders of color** for three consecutive years. *Crain's* Chicago recently named us one of **Chicago's Best Places to Work**; *Seattle Business* Magazine also named us one of **Washington's Best Companies to Work For**.

As members of this employee-owned firm, everyone at Campbell & Company has a personal stake in the success of each client. Through our culture driven by **belonging, collaboration, curiosity, and rigor**, we empower every team member to innovate for the good of our clients.

Combining your mission and our passion, Campbell & Company **leverages our entire team** to be an effective and supportive partner before, during, and after complex leadership transitions. We are driven to place not just a capable candidate, but one who complements your existing culture, can **move your organization forward**, and will make a meaningful contribution to the nonprofit sector.

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