



Chief Development Officer

Sorrell is proud to partner with SpringSpirit in its search for a new Chief Development Officer. SpringSpirit is a Houston-based, Christ-centered, nonprofit organization that is committed to creating opportunities for disadvantaged youth. Its mission is to provide safe pathways for youth to realize life opportunities using a holistic ‘Whole Child’ approach that incorporates sports, education and mentoring programs that are based on Christian principles. SpringSpirit accomplishes its mission through distinct, yet interconnected programs that are designed to help youth find their path in life, including:

- Recreational and competitive sports programs to help participants develop physically while building healthy habits, and life skills,
- Educational initiatives focusing on a range of support elements, including elementary school literacy, academic intervention, STEM, College and Career Guidance, and post-grad transition support,
- Ministry content including devotionals, small groups and summer camp opportunities,
- Development programs for parents, and
- Mentoring events that provide opportunities for participants to meet with compassionate and caring mentors.

SpringSpirit currently serves approximately 2200 youth, ages 4-18, and their families at two first-class sports facilities in the heart of the North Spring Branch community.

More information can be found at <https://www.springspirit.org/>.

Position Overview

SpringSpirit is seeking a high-impact, externally driven leader to serve as Chief Development Officer. The ideal candidate will possess the professional network as well as personal and technical skills to lead the current development program, including the ability to create and implement strategies that broaden SpringSpirit’s reach into key fundraising channels such as corporations, churches, foundations and events.

This role will also lead the design, execution, and scaling of a comprehensive fundraising strategy to grow annual revenue from approximately \$4M to \$7.5M over the next five years. The ideal candidate will bring a proven track record of securing major gifts, scaling development programs, and creating sustainable, multi-channel revenue growth. This leader will serve as both strategist and closer, personally driving significant donor relationships while building the systems, team, and structure needed for long-term growth.

Position Responsibilities

Revenue Strategy & Growth

- Develop and implement the necessary tools, processes, and staffing strategy to enable revenue growth per strategic goals (i.e. achieve \$7.5M in five years).
- Develop and oversee/deliver a comprehensive fundraising plan, including individual strategies for foundations, corporations, churches, individuals, fundraising events, endowment, planned giving and SpringSpirit's affinity fundraising groups (Young Professionals, Friends of SpringSpirit, etc.) that meets annual revenue goals.
- Cultivate new sources of revenue and support for SpringSpirit through donor/prospect research; and steward existing relationships for sustained and increased levels of support
- Assess, develop, build, and maintain collaborative relationships and partnerships.
 - Help align fundraising efforts with operational needs
 - Collaborate with the Community Engagement team, as appropriate, to be visible, develop and execute communications strategies that will build relationships and enhance SpringSpirit's presence in the local community
 - Leverage all forms of media to build the SpringSpirit brand across all stakeholder groups ... donors, participants, partners, supporters, etc.

Major Gifts & Donor Engagement

- Work with the Executive Director to develop and execute a process for regular, strategic engagement and cultivation of donors through newsletters, Annual Report, personal communications, donor appreciation events, etc.
- Create meaningful and productive relationships with board members, act as liaison to Development Committee, and identify possible board candidates and stakeholders as part of the natural course of development efforts.

Events Strategy & Execution

- Oversee the special events team to ensure that events support SpringSpirit's overall fundraising strategy; focus on proposing an annual event agenda that is accretive and then execute accordingly.

Team Leadership & Administration

- Provide vision, oversight and support for the Development team staff utilizing a Servant Leadership approach.
- Develop and maintain revenue and expense budgets and communicate actual and expected variances to the Executive Director and to the Board as required.
- Work with the Development team to create and maintain a system of record data collection and Donor Relationship Management procedures and best practices including creation of dashboard for Board of Directors and Senior Leadership visibility.
- Manage strategies for restricted donations as relates to overall fundraising and ensure tracking and reconciliation with accounting.
- Embrace and steward SpringSpirit's core values:
 - Operational excellence
 - Respect for the individual
 - Focus on family and community
 - Integrity
 - Perseverance
 - Teamwork

Organizational Relationships

- **Accountability:** Immediate report to the Executive Director
- **Direct Reports:** Development Manager – Events, contract grant writer, Development Coordinator
- **Other Key Stakeholders:** Development Committee, Board

Essential and Preferred Personal Attributes, Skills and Experience

- A believer in Jesus Christ and committed to continued spiritual formation as a Christian
- A strong personal connection to the mission of SpringSpirit
- Bachelor's degree
- Five to ten years of experience in Development or Advancement (preference is with a local nonprofit organization); the most recent three years in direct fundraising
- Brings an extensive network of relevant contacts
- Experience or exposure to major fundraising campaign (i.e. endowment, capital, etc.)
- Strong leadership, management, and problem-solving skills
- Ability to work in a dynamic and creative environment, while supporting organizational programming efforts as needed
- Excellent communicator; highly developed interpersonal skills
- Extremely organized, with an ability to manage multiple projects, deadlines, and initiatives simultaneously
- Articulate, professional demeanor with strong self-confidence and initiative
- Working knowledge of Microsoft Office and eTapestry or other donor management systems (Raiser's Edge etc.)
- Experience in the planning and execution of large-scale donor events (500+ people)

Compensation

Compensation is competitive and commensurate with experience. Attractive benefits package, including medical, dental, vision and life insurance.

Application and Referral Process

Applicant review is currently underway and will continue until the candidate has been selected. To nominate or be considered for this position, please contact Laura Sorrell at laura@sorrellco.com / 713-854-5351 or Priscilla Plumb at priscilla@sorrellco.com / 281-224-0881. All inquiries will be held in confidence.

About Sorrell

Sorrell is a highly relational provider of executive recruiting. Our mission is to serve as partners with our clients to accelerate their efforts to attract, hire and retain talent that impacts the future of the organization. For more information, call 713.840.1870.