



Development Director
Confidential Position Specification



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CONFIDENTIAL POSITION SPECIFICATION

Position	Director of Development
Organization	Oesterlen Services For Youth, Inc.
Location	Springfield, OH
Reporting Relationship	Executive Director
Website	https://www.oesterlen.org

OPPORTUNITY

Since 1903 Oesterlen Services For Youth, Inc. has served children and families across the region. Now, in preparation for the expansion of their ministries, and a potential capital campaign, they have opened a search for a Director of Development to lead fundraising and give strategic direction and management to staff in Church relations, and communications.

Initially, this position will work closely with outside counsel to strengthen annual fund support for the agency and prepare for the needed campaign.

ORGANIZATION BACKGROUND

Oesterlen Services For Youth, Inc., located in Springfield, Ohio, is a comprehensive multi-program social services agency. Since its founding in 1903, Oesterlen's single objective has been to serve children and their loved ones. Our full range of services includes residential mental health treatment, foster care, outpatient counseling, in-home programs, and in-school programs.

MISSION

On behalf of the church, in witness to Christ, this agency's mission is to serve children and adults to promote their mental, social, physical, and spiritual well-being.

To carry out this mission, Oesterlen is dedicated to promoting healthy families and utilizing the highest possible standards within the professional fields of our service. The provision of services by this agency shall be consistent with its mission, and all persons shall have equal access to such services and to employment by the agency in accord with all applicable affirmative action and equal opportunity policies.

PROGRAMS

Oesterlen is prepared to help address the changing needs of children, adolescents and adults who qualify for services across the state of Ohio. We serve children, adolescents and adults regardless of race, religion, sex, national origin, or handicap (unless specific treatment programming is required).

Residential Intensive Therapy: Severely emotionally troubled youth, ages 12-18, receiving intensive mental health therapy and living in 10-bedroom cottages on the Oesterlen campus, for stays of 6 to 12 months.

Treatment Foster Care: Youth, ages birth to 18, occasionally older, needing out of home placement, and typically presenting with challenging behaviors requiring some level of therapeutic intervention.

Family and Adolescent Complex Comprehensive Treatment: State of the art Residential program for Developmentally Delayed / Autistic Spectrum youth that combines a sensory controlled environment with comprehensive care.

Community Counseling Center: Outpatient counseling center for youth and adults, offering individual, group, and family behavioral health counseling, in multiple programs, on the Oesterlen campus and on-site in area schools.

Intensive Home-Based Therapy: Home-based services providing intensive intervention into unacceptable behaviors of youth and families, which are necessary to prevent the possible imminent decision to remove a child from the home for out-of-home placement.

Transitional Independent Living: Serves 17 and 18-year-old youth transitioning from foster care or other placement programs to living independently as young adults.

Service Coordination: A strength-based model of in-home intervention services, planned by family members and case coordinators, to preserve an intact family when moderate issues of neglect or abuse have been discovered, which likely could result in removing the child from the home, if not resolved.

Respite and Resource Center: A collaborative program operated by multiple agencies in Ohio to provide emergency, short-term, planned or crisis respite, for youth and young adults. During the respite evaluations / assessments are completed to determine potentially more permanent solutions for stability in the home.

Partners

Oesterlen Services For Youth, Inc., while an independent 501(c)3, maintains a relationship with the Evangelical Lutheran Church in America.

POSITION SUMMARY

Key Responsibilities

The Director of Development will work in partnership with the Executive Director, Senior Staff, and External Consultants on:

- A detailed fundraising and communications plan for the organization's annual and deferred giving plans. Utilizing a "moves management system", including major gifts, direct mail, and events to build direct, personal relationships with churches, donors, volunteers, and the community to advance the mission of the organization while ensuring the organization meets the agreed milestones and goals.
- The consultant-developed plan to prepare for an upcoming statewide capital campaign projected to start in 2019.
- In conjunction with the Executive Director, manage the design and execution of the external communications strategy, including newsletters, website, direct mail, and other means of communication.
- Arrange public speaking opportunities for themselves and other leadership.
- While Springfield based, some local and long-distance travel is required. This is estimated at 50% travel.
- Supervise a fundraising and communications team of three additional members with varying responsibilities.

Qualifications

- Proven ability to raise funds for a faith-based, non-profit organization
- Strong organizational skills that reflect ability to perform and prioritize multiple tasks seamlessly and with excellent attention to detail
- Very strong interpersonal skills and the ability to build relationships with stakeholders, including staff, board members, external partners and donors
- Ability to design and grow an annual fund campaign in a complex and growing organization
- Strong written, verbal, and graphical communication skills
- Demonstrated proactive approaches to problem-solving with strong decision-making capability
- Emotional and Spiritual maturity
- Highly resourceful team-player, with the ability to also be extremely effective independently
- Proven ability to handle confidential information with discretion, be adaptable to various competing demands, and demonstrate the highest level of customer / client service and response
- Demonstrated ability to achieve high performance goals and meet deadlines in a fast-paced environment
- Forward looking thinker, who actively seeks opportunities and proposes solutions

Location

- It is intended that this position will be based at the Oesterlen Services For Youth, Inc. offices in Springfield, OH.

Employment Status

- This position is intended to be Full-time.
- Appropriate salary is negotiable.
- This position offers a generous benefits package with Medical, Short-term and Long-term Disability, and PTO starting at 35 Days per year.

Education and Experience Requirements

- 4-year college degree preferred
- Proven experience in nonprofit fundraising with documented results
- Proficient in Microsoft Office, and donor database operations
- 3-5 years of work experience in a donor-facing fundraising capacity; CFRE preferred

Application

Applicants may send resumes and supporting documentation for consideration to gbsbsearchservices@gmail.com.

GSB CONTACTS

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