



# EXECUTIVE SEARCH OPPORTUNITY PROFILE

*For the position of:*  
Vice President of  
Development

Childcare Worldwide  
Bellingham, Washington  
*March 2017*



executive  
search &  
recruitment

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ADVANCING NONPROFITS



## SUMMARY OF THE OPPORTUNITY

*This is an exciting opportunity to join the senior leadership team of Childcare Worldwide (CCW). This role will provide strategic leadership in all aspects of Development and fundraising for a global organization who has built a robust Christian child sponsorship ministry dedicated to improving lives and building a future for poor children around the world. A unique opportunity awaits the right individual who will inspire and motivate through proven leadership, sound strategic vision, and the passion to have a life-long impact on the lives of those they touch.*

## CHILDCARE WORLDWIDE FOCUS

Over the past 35 years Childcare Worldwide has provided a wide range of ministries and services to children in some of the poorest regions around the world to include Uganda Kenya, Mexico, Haiti, and India among others. Through the vision of Dr. Max Lange, a robust child sponsorship model provides programs and services that address educational, medical, nutritional, clean water, and spiritual needs of these children working through the local partners.

CCW has developed a ministry that is unique in the child sponsorship and development space in many ways as characterized by the trademarks of their approach:

### CHRISTIAN COMMITMENT

- Exclusively recruiting Christian individuals in every project undertaken.
- Country directors and program staff are all national professionals, allowing increasing effectiveness of programs within a specific culture.
- All programs are all run in partnership with and through the local church.
- All funding is provided by private sources, enabling total freedom in proclaiming the Gospel.

### EDUCATION

- The focal point of the sponsorship program is developing children through education.
- CCW's program extends beyond high school, through trade school and training to ensure sponsored children can become significantly employed.

## LONG TERM CHANGE

- Sponsored children participate in the core Christian Character Building program, which develops strong ethical, moral and leadership qualities.
- A major component of this curriculum focuses on resisting corruption, enabling young men and women to fight against the leading cause of poverty in their culture as young adults.

CCW is well known throughout the United States through the Ugandan Children's Choir. The choir conducts several tours across the US annually providing evidence of the success of CCW's programs and impact on the lives of the children they reach. The choir provides a key component of the current Development strategy.



## THE OPPORTUNITY

Opportunities to touch the lives of more children globally and meet their needs in a life changing way has led to the decision to recruit the next Vice President of Development, who will provide dynamic leadership in positioning CCW to successfully address these opportunities through a clearly defined development strategy and effective fundraising programs and initiatives. The VP-Development will do so through identifying, organizing, and mobilizing a wide variety of resources, donors and other stakeholders to create and implement resource development and ministry-awareness programs and initiatives throughout the United States.

With a seasoned leadership team in place, the ministry is now seeking a development professional who can evaluate existing strategies, programs, and revenue generating resources to put in place a strong and realistic strategic plan. In addition, he or she will ensure development operations, partnerships with outside agencies and the new technologies will be employed in ways to expand current giving and the identification and acquisition of new donors and sponsors resulting in increasing revenues. All levels of the ministry leadership and staff are open and eager for guidance as well as actionable fundraising goals at all levels of giving as appropriate.

In short, while reporting to the President and Chief Executive Officer, the new Vice President of Development will advise, evaluate and execute strategies in collaboration with the Executive Leadership Team to establish and achieve overall organizational goals and objectives while insuring Development plans, budgets, and strategies reflect the strategic direction of the ministry and align with CCW core values, philosophies, and standards.

## QUALIFICATIONS AND COMPETENCIES

The Vice President of Development must be a Christian with strong convictions, thoroughly committed to CCW's mission and passionate about helping children they serve. All candidates will have proven and successful experience in leadership, resource development and relationship management. In collaboration with the Leadership Team and ministry partners, the successful candidate will guide and lead the organization forward, growing it in terms of impact and financial resources, possessing the ability to work closely with staff, the Board, and a diverse group of sponsors, donors, other stakeholders and partners.

The new Vice President of Development will meet or exceed the following qualifications and competencies:

- A personal relationship with Jesus Christ and conduct himself/herself in all situations in a manner that reflects his/her Christian faith.
- Minimum of 5 years in roles successfully overseeing fundraising efforts, leading teams effectively through multiple fundraising channels in a non-profit organization.
- Possess a Bachelors' degree in Business, Marketing, Management, or related field.
- Ability to lead across a diverse range of performance-based and outcome-based development strategies, programs and initiatives.
- Provide a leadership approach that is collaborative and interactive, providing expertise within the Development Department as well as serving as a valued member of the leadership team providing advice, support and guidance in ministry-wide strategies to achieve organizational goals.
- Possess an entrepreneurial spirit, with creative and analytical skills providing a vision for the future of CCW.
- Excellent written and verbal communications skills with the ability to communicate effectively at all levels within the organization as well as with external sponsors, donors, and partners.
- A proven track record in fundraising and other revenue producing initiatives.
- Highly skilled in public speaking and community engagement.
- Ability to think and lead strategically.
- Knowledge of the principles of non-profit administration and leadership..
- Possess an approach and interpersonal skills to inspire and motivate.

## COMPENSATION

Compensation for this position is attractive and comparable to similar opportunities.

## LOCATION

Located in northwest Washington State, Childcare Worldwide is headquartered in Bellingham, Washington. Bellingham lies between Bellingham Bay and the Cascade Range offering a wide range of year-round outdoor activities. The city and surrounding areas provide an attractive lifestyle with cultural, educational, and entertainment opportunities readily available.

## THE SEARCH AND SELECTION PROCESS

[DB&A Executive Search & Recruitment](#) has been retained by Childcare Worldwide to conduct this search for the Vice President of Development. Candidates will be identified through a number of sources, and the DB&A consultants will review and evaluate all interested parties in the process of determining a final group for consideration. The search will be coordinated by members of Childcare Worldwide's senior leadership team who will be involved in all aspects of the process, including interviewing finalists and participating in the decision-making process.

The search will be conducted in a professional, consistent manner with a commitment to all potential candidates being afforded the same considerations by the search firm and the Client. Childcare Worldwide is an equal opportunity employer and strictly adheres to a policy of nondiscrimination without regard to race, color, sex, handicap, or national origin. All reasonable efforts will be made to protect the confidentiality of candidates. Additional information may be

obtained through Ron Infinger, Vice President-Executive Search at DB&A Executive Search & Recruitment, [ron@dickerson-bakker.com](mailto:ron@dickerson-bakker.com) , or by visiting <http://www.DBA-Search.com>.

For further information on this search, please contact:



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