



EXECUTIVE SEARCH OPPORTUNITY PROFILE

For the position of:
Director of Development

Passages Israel

June 2019



executive
search &
recruitment

ADVANCING NONPROFITS



SUMMARY OF THE OPPORTUNITY

This is an exciting opportunity to join the senior leadership team of Passages Israel, who provides opportunities for the next generation of Christian leaders to re-ignite their faith while developing positive engagement and relationships with the modern State of Israel. The Director of Development will provide strategic and operational leadership in all aspects of Development and fundraising, working with a diverse range of partners providing support and engagement with Passages' mission. A unique opportunity awaits the right individual who will inspire and motivate through proven leadership, sound strategic vision, and the passion for their Christian faith.

THE ORGANIZATION

Passages Mission

To establish relational trust and equip the next generation of Christian leaders to discover the roots of their faith and encounter the modern State of Israel, by providing a relevant and experiential educational program, including a trip to Israel, robust post-trip programming as well as continued alumni engagement opportunities, and inclusion in a lifelong community.

PASSAGES BEGINNINGS

Prior to Passages' creation in 2015, most programs providing opportunities to visit Israel were focused on visiting Biblical and historic sites and those participating were typically older Christians. Seeing a need to engage younger Christians in deepening the Biblical roots of their faith as well as developing an understanding of modern-day Israel, two individuals set in motion the effort that led to Passages being established through the support and guidance of The Philos Project and the Museum of the Bible. From this beginning, approximately 3000 students traveled to Israel in 2018. Expectations are for 4000 new participants in 2019 and 6000 in 2020.

PASSAGES TODAY

Passages Israel provides a unique opportunity for college students with demonstrated leadership potential to 'encounter the roots of their Biblical faith first-hand and come face to face with the modern State of Israel'. Students are selected based on leadership potential, experience and passion for their faith. Passages' mission is to provide an opportunity for the next generation of Christian leaders to strengthen their faith through a better understanding of its Biblical roots and build understanding and relationships in present day Israel.

The Passages program consists of three primary components:

- **Pre-Trip**–To prepare students to fully experience their time in the Holy Land, they complete a pre-trip course focused on both spiritual and modern Israel perspectives. Through this preparation, they are oriented to the Passages’ program, themes they will encounter in Israel and details of traveling through the Holy Land.
- **The Trip**–Students participate in a series of programs during the 9-day trip to Israel. The itinerary has two primary goals:
 - Strengthen their understanding of the roots of their Biblical faith through visits to foundational Biblical sites
 - Introduce them to the modern-day Israel through interaction with speakers and local people learning about Israeli culture, government and economy, as well as the Israeli–Palestinian conflict and its geographical and security issues and implications.
- **Passages NOW**–The hope is that the experience will instill in students a commitment to engage college campuses and beyond in the spiritual and moral message of modern-day Israel. Returning students become part of a growing alumni community who remain engaged and share their unique experiences, stories and insights. In addition, opportunities to continue their experience and impact is available through further leadership programs, engagement and speaking opportunities and continuing education resources.



The intent is that Passages becomes a lifelong experience enabling students to develop their faith foundation upon an understanding of its Biblical roots and encouraging dialogue of the story of historical and the present-day State of Israel. Additional information is available through their website, www.passagesisrael.org.

THE OPPORTUNITY

Under the leadership of its current Executive Director, Passages has continued to grow and expand its impact. Professional staff has continued to increase as interest and demand for its programs continues to grow, resulting in the need for additional, sustainable funding. Passages has been blessed by its association with and support from The Philos Project and the Museum of the Bible over the past few years. More recently, The Paul E. Singer Foundation has enabled Passages to establish and execute a development plan, providing resources to include staff support, donor relationship management, and operational support to develop the foundation upon which the major gifts program is to build. This partnership will continue and, as Passages grows, the goal is to develop a comprehensive sustainable fundraising effort within Passages to provide resources needed in the future.

Passages is on very firm financial footing enabling them to recruit for the Director of Development, who in continuing to work closely Singer Foundation development staff, will be tasked with building a strong comprehensive, sustainable development program. The Director of Development will bring a fresh insight and strategic view to Passages and lead the effort to ensure resources are available for continued growth and impact.



ROLE & CANDIDATE PROFILE

Reporting to the Executive Director, the Director of Development will oversee all development and fundraising activities through developing and executing strategies for donor programs at all levels, marketing and promotional materials and other programs and efforts related to development and fundraising efforts. In doing so, the Director will focus on incorporating diversified strategies to ensure revenues are available to meet the financial needs of Passages now and in the future. Through the current relationship with the Singer Foundation development team, he/she will work closely with the Singer team in continuing the work in place today and planning for the future.

The strategic focus for the Director will be in continuing the effort to strengthen and expand the major gift program (\$100,000+) while creating and building a mid-level donor program defined as \$10,000 to \$100,000 giving levels and a monthly giving program for donors at the \$1 to \$9999 level. He/She will ensure programs are in place to secure the ever-increasing financial needs and that best practices support and manage donor relationships and operations effectively.

The Director of Development will embrace a personal Christian faith and recognize the diversity of its practice. He/She will be at ease in meeting with major donors, current and prospective, of high wealth and various religious/faith traditions while being an effective advocate for Passages in all settings and audiences. He/She have a personality and approach to work successfully in a high-energy, fast paced entrepreneurial non-profit that is Passages.

In addition, other responsibilities include but not limited to:

- Ensure marketing, promotional and development materials are in place to create case statements and formal proposals to prospective donors;
- Work with programmatic teams to create materials mentioned above to target specific interests to appeal to key prospective partners and stakeholders;
- Work with stakeholders to develop donor pipelines at all giving levels;
- Work with Passages design team in all aspects of creating concepts to build support within Christian, Catholic, and Jewish audiences;
- Develop a diverse, broad program of events to engage major donors;
- Plan and conduct major donor interest meetings and relationship development and solicitation calls individually and to support efforts of the Executive Director and others;
- Assist in planning and execution of Israel trips as needed.

Minimum qualifications and competencies include:

- Bachelor's Degree in Business Administration, Communications or related field
- 5+ years of fundraising experience with emphasis on major donors
- Foundation and grant writing experience preferred
- Experience and proficiency in public speaking
- Proven track record of successful Not-for-Profit fundraising and donor programming ideally in the faith-based domain
- Excellent verbal and written communication skills
- Ability to prioritize, multi-task and adapt to shifting priorities in fast-paced, deadline-oriented environment
- Self-starter
- Team player with strong collaborative skills
- Motivated by key performance goals and deadlines
- Ability to travel in the US and internationally to Israel

In short, the new Director of Development will possess a deep personal Christian faith and have demonstrated his/her ability to lead and manage a development/fundraising function with an emphasis on a sustainable major donor program. The Director will have the leadership skills to develop and execute a comprehensive development effort to ensure sustainable resources are available to achieve the mission of Passages. He/She will embrace the work of Passages and recognize the uniqueness and importance of its impact on the next generation of Christian leaders.

COMPENSATION

The compensation package is highly competitive with comparable opportunities. Passages is committed to attracting and retaining talented leadership and staff.

LOCATION

Passages is located in Naperville, Illinois. The Director of Development will work from that office or from The Singer Foundation offices in New York City.

THE SEARCH AND SELECTION PROCESS

DB&A Executive Search & Recruitment has been retained by Passages to conduct this search for their next Director of Development. Candidates will be identified through a number of sources and 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 the Passages Leadership and the final candidate selection will be made by a search committee consisting of Passages leadership.

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. All reasonable efforts will be made to protect the confidentiality of candidates.

Additional information on the search process may be obtained through Ron Infinger, Vice President, DB&A Executive Search, or by visiting <http://www.DBA-Search.com> and clicking on the “Opportunities” page for position information and to submit an application online.

For further information on this search, please contact:



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