

Position Profile

On behalf of our client, NORTHSIDE ACHIEVEMENT ZONE,

*CohenTaylor Executive Search Services
is conducting a retained executive search for its*

Vice President, Development



NORTHSIDE
ACHIEVEMENT
ZONE



MISSION

End generational poverty and build a culture of achievement in North Minneapolis where all low-income children of color graduate from high school college- and career-ready.

VISION

A prosperous North Minneapolis — where all children of color are healthy, secure, and academically successful, ultimately realizing their unlimited potential.

GUIDING BELIEFS

NAZ CHILDREN WILL SUCCEED regardless of family background or past performance in school.

FAMILIES ARE LEADERS: NAZ partners with families to set and achieve goals.

HIGH EXPECTATIONS WITH HIGH SUPPORTS: Extremely ambitious expectations are set and accountability rigorous—but so are supports.

DRIVEN BY DATA: Success is gauged by results; if plans are not effective, they are revised until they get it right.

RELATIONSHIPS ARE THE “WORK”: Staff first work to change themselves then invite change among organizations, families, children, and systems.

COLLABORATION CREATES PROSPERITY: Parents, organizations, schools, funders, government, and faith institutions make up a system of support – all committed to working together.

DIVERSITY AND CULTURAL RESPONSIVENESS: NAZ works to be reflective of their rich community diversity—while targeting resources where the achievement gap is greatest.

STARTING EARLY AND STAYING LONG-TERM: From before birth through college, NAZ works side by side with families.

For more information, visit the NORTHSIDE ACHIEVEMENT ZONE website:
<https://northsideachievement.org>



ORGANIZATIONAL OVERVIEW

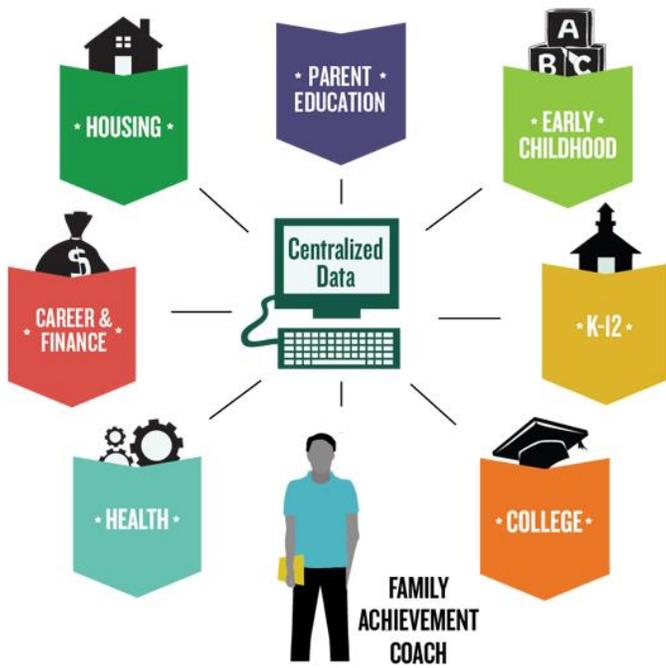
The Northside Achievement Zone (NAZ) is an innovative collaborative effort to permanently close the achievement gap and end generational poverty in North Minneapolis. Using a data-driven, achievement-focused “cradle-to-career” model, NAZ puts low-income children of color on a path to college.

NAZ began in 2003 as the PEACE Foundation, which built a grassroots movement across race, class and geography toward the common goal of significantly reducing violence in North Minneapolis. Desperate for real change and inspired by the results of the Harlem Children’s Zone, North Minneapolis community organizations and residents pulled together in 2008 to explore solutions to seemingly intractable issues that plagued the neighborhood. Together, we developed an achievement-focused model that creates a permanent solution to the “cradle to prison/grave pipeline”—and builds a roadmap for sustainable community transformation.

Today, NAZ leads a collaboration of schools and nonprofit partners that work together on the single goal to end multigenerational poverty through education. The NAZ collaborative is at the forefront of a next-generation nonprofit movement that focuses on getting results. NAZ is a 501(c)3 federal Promise Neighborhood, serving to vastly improve the educational and developmental outcomes of children and youth in one of the most distressed communities found in the United States. Through improved outcomes, the communities themselves will be transformed into more healthy and prosperous areas. NAZ operates as both an organization and a collaborative of more than 40 service providers and schools, supported through a public-private partnership.

Through NAZ, North Minneapolis is beginning a community-wide transformation toward a college-going culture. Parents are now making college a top family priority and taking effective action to support the success of their children, starting at birth. Nonprofits, public institutions, and schools are adopting evidence-based practices and working collaboratively to support the shared goal of college readiness. Together, we are leading innovative efforts to close the academic achievement gap for low-income children of color.

Each NAZ solution is designed to deliver measurable progress toward eradicating educational and social disparities—and to be easily replicated by communities across the nation.



ONE ECOSYSTEM OF SUPPORTS FROM THE CRADLE TO COLLEGE

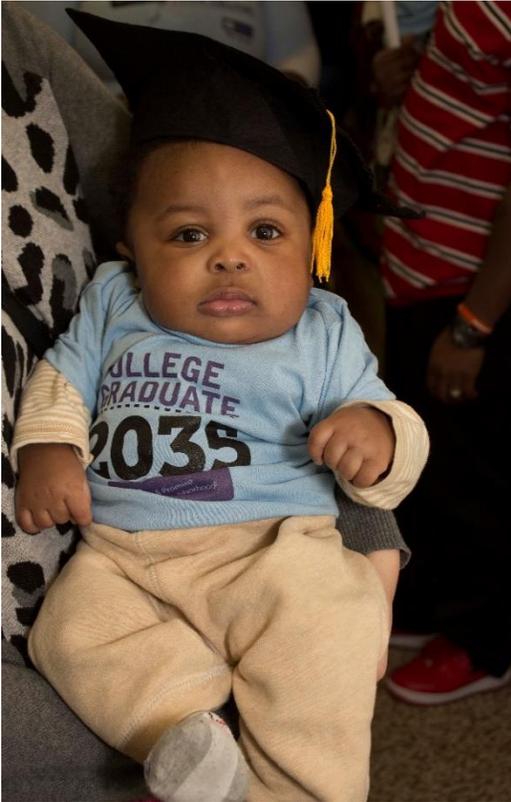
NAZ operates as one integrated program across multiple partners, with NAZ families at the center. Together, partners provide families with an unbroken ecosystem of best-practice supports from pre-natal through college. Each of these supports builds toward measurable academic outcomes for children.

NAZ is lifting up what works with families and leading the development of best practices to support the success of families and children in low-income urban neighborhoods. The resulting blueprints, called NAZ Results Plans, are detailed, evidence-based and peer-reviewed plans, which receive ongoing scrutiny. Results Plans are designed to be replicated with ease by communities throughout the country—thereby multiplying the positive effect exponentially.

The results speak for themselves. Proficiency for African American NAZ scholars is closer to the statewide average than other comparable Northside students. Scholars tracked for 3+ years are three times more proficient in math and reading in year three than in year one. According to a recent study, there is a \$6 return for every \$1 invested in NAZ. The organization's two-generation approach shows that families are stabilizing their housing, employment, and health, and successfully building a culture of achievement on the Northside by assisting the community in ways that until now were unimagined.



NAZ SOLUTIONS



FAMILY ACADEMY CLASSES: NAZ offers a series of classes focused on providing parents – children’s first teachers – with the skills and tools they need to strengthen the stability of their family and support the academic success of their children.

EARLY CHILDHOOD EDUCATION: Today, about one-quarter of children living in North Minneapolis start kindergarten ready to learn – marking the beginning of the achievement gap. NAZ provides scholarships to attend three- and four-star rated early childhood centers.

ANCHOR SCHOOLS: NAZ partners with nine area schools, a unique collaboration of public district, public charter, and parochial institutions, to improve the educational experience and support academic excellence for all children.

OUT-OF-SCHOOL TIME (OST): NAZ scholars are jumping ahead in reading and math proficiency with the support of OST programs – after-school and full-day summer programs – offered at seven partner sites.

COLLEGE: Through NAZ, local colleges and universities are gathering to develop a plan that supports NAZ scholars to transition to and graduate from college.

HEALTH & WELLNESS: Local health providers are beginning to collaborate with NAZ to support our scholars and parents to identify and address health concerns that are a barrier to their academic success.

COMMUNITY WELLNESS: NAZ family achievement coaches and family support specialists are trained in a trauma-informed approach that helps educators learn and apply skills to address the daily trauma that Northside students experience.

CAREER TRAINING & FINANCIAL EDUCATION: Family Support Specialists provide one-on-one support to strengthen NAZ parents’ economic ability to provide a healthy and financially stable environment at home – so their children can succeed academically.

HOUSING STABILIZATION: NAZ helps families create a housing stabilization plan and works with housing partners to secure placement. In addition, referrals may be made when issues of mental health or employment are mitigating factors.

NAZ CONNECT: Through the coordination of an online achievement planning and data collection system that supports our “high-touch” approach, families, schools and organizations work together at every turn to drive success.



NAZ CORE VALUES

BRING ABOUT RACIAL EQUITY:

NAZ commits to ending all forms of race-based disparities by first healing their own racialized trauma, understanding the impact and history of this type of trauma on others, and working towards wellness and health in their own minds and bodies alongside their schools and community.

ACT FROM A GROWTH MINDSET:

NAZ commits to believing in the unlimited human potential that is realized through hard work and support – to learn, to grow, and to realize their dreams – first in themselves and also in all others.

EXHIBIT INTEGRITY ACROSS OUR COLLABORATIVE: NAZ commits to being transparent and clear in all their communications, accountable to each other in all that they do, to move from problems to solutions, and to be worthy of the trust granted them by the partners, colleagues, parents and scholars that make up the NAZ Collaborative.

GET RESULTS USING DATA AND LEARNING: NAZ commits to working hard as team players to achieve measurable outcomes with children and families using data, family and scholar success stories, learning, and continuous improvement tools – gauging success by their achievement, not programs and organizations.

SEE THE GOOD IN EVERYONE:

NAZ commits to look for and to see the good in everyone and everything across their collaborative. They show up positively with all people, looking for their good no matter their behaviors. And they show up humble and positive, especially in challenging situations, looking for and offering solutions instead of complaints.



THE ROLE

The Vice President, Development, in concert with the President and CEO and Board of Directors' Development Committee, develops, implements, and manages all NAZ fundraising. This position is responsible for preparation, planning and implementation of comprehensive resource development plans, goals, and strategies to retain and significantly expand philanthropic support for NAZ. The position is responsible for all components of the resource development program, including annual, campaign, and program/directed support achieved through corporate and foundation grants, government contracts, individual giving, special events, endowments, planned giving and information management. The person in this position will be strongly committed to the expectation that children growing up in North Minneapolis can succeed in academics and college.

The Vice President, Development reports to Sondra Samuels, President and CEO. Reporting to/through the Vice President, Development is a team of six development professionals including the Annual Fund Director, External Communications Manager, Donor & Government Relations Manager, Advancement Associate, Advancement Services Manager, and Grants Manager. The Vice President, Development is a key member of the senior team and regularly interacts with leadership across the organization and the Board of Directors.

PRIMARY RESPONSIBILITIES

- In partnership with the CEO, NAZ Development Committee, board, and leadership staff, instill a culture of philanthropy throughout the organization in achievement of its mission.
- Develop and implement an ambitious and achievable resource development plan to achieve growth and stability, both annual and long range, encompassing individuals, corporations, foundations, organizations, and government institutions.
- Develop and implement a donor acquisition, renewal, upgrade process to increase giving to the Annual Fund and increase capacity for Major Gifts to the institution.
- Develop and maintain policies and procedures to ensure ethical and sound practices for resource development.
- Develop, maintain, and build a portfolio of prospects capable of giving \$10,000 - \$100,000.
- Provide internal management, oversight, and coordination of campaigns.
- Cultivate, maintain, and steward relationships with current and potential donors to deepen their relationships with NAZ.
- Oversee all aspects of the grant research, application, and reporting processes to insure successful adherence to all grant requirements.
- Develop and oversee fundraising special events, including special events for campaigns, highlighting achievements and strengthening the relationship of NAZ to current and potential donors.
- Oversee development of resources critical to the NAZ mission in addition to financial resources, including volunteer opportunities and management and in-kind professional services and materials.
- Responsible for hiring, promotion, professional development and performance management of Development staff.
- Participate in the budgeting process to determine annual and capital development goals, then achieve and surpass these goals in all areas.
- Oversee the full utilization of the Raiser's Edge donor management system ensuring that all relevant information is appropriately tracked and reported, including donor and prospect records, prospect research, appointment schedules, and development progress reports.
- Develop a prospect research function capable of supporting campaign, Annual Fund and Major Gift programs.
- Oversee any donor communication, management, stewardship, and reporting systems that are necessary during campaigns.

CRITERIA FOR SUCCESS

The ideal Vice President, Development will increase the capability and capacity of Northside Achievement Zone. While no one candidate will have all the criteria enumerated below, the ideal candidate will possess many of the following professional and personal abilities, attributes, and experiences:

- Committed to leading and behaving consistent with the NAZ Mission, Guiding Beliefs, and Core Values.
- Minimum seven to ten years of successful hands-on experience in individual giving, corporation and foundation grants, fundraising events, annual fund, major gifts, and government funding. Special consideration for those experienced with capital campaign fundraising.
- Proven experience developing and implementing a successful annual or multi-year strategic resource development plan for an organization.
- Is an innovative fundraiser with the willingness to think outside of the box and try new strategies. With a special interest in collaborative, collective impact fundraising.
- Ability to build best practice systems for the Development team and instill a culture of philanthropy across the organization.
- Strong leader of team with the ability to coach, mentor and develop staff. Includes goal setting and performance management of the Development team.
- Excellent written and verbal communication skills. Has the ability to build relationships with many external and internal partners to include foundations, individual donors, corporate funders, external partners, and cross-functional internal leadership.
- Ability to excel in a results-oriented, metrics driven environment, meeting and exceeding agreed-upon goals and deadlines.
- Is a self-starter and multi-tasker; self-motivated, with a capacity to perform in a complex, evolving and entrepreneurial organization.
- Proficiency in providing both strategic direction and tactical execution. Ability and desire to roll up their sleeves.
- Smart, courageous leader with executive maturity and presence. Has a high level of emotional intelligence.
- Strong proficiency with information management utilizing fundraising databases, including Raiser's Edge.
- Bachelor's degree required; Master's degree preferred.

FOR MORE INFORMATION OR TO SEND YOUR CREDENTIALS, PLEASE EMAIL
INFO@COHENTAYLOR.COM

ALL INQUIRIES WILL REMAIN CONFIDENTIAL.

Equal Opportunity Employer/Protected Veterans/Individuals with Disabilities

The contractor will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the contractor's legal duty to furnish information