



Vice President for Individual Giving

www.hki.org

New York, NY

“The fact that loss of sight and other misfortunes are largely preventable should be instilled in the public mind. It should be emphasized at home and everywhere. Only then shall we be worthy of our heritage of law and civilization.” - Helen Keller

➤ **THE SEARCH**

Helen Keller International (HKI), founded in 1915, is among the oldest international not-for-profit organizations devoted to preventing and treating blindness and malnutrition. HKI works with local governmental, civil society and private sector organizations to build capacity around the globe, toward its mission of helping save the sight and lives of the most vulnerable and disadvantaged.

HKI seeks an experienced and highly accomplished Vice President for Individual Giving to guide and lead the expansion and diversification of philanthropic revenue from individuals. In partnership with the President & CEO, Kathy Spahn, Board members, and program leaders, the Vice President will create a constituency base for increasing worldwide philanthropic revenue. He or she will build upon an annual giving program and an existing and productive annual gala. The Vice President will craft, execute, and lead a strategic and operational plan for the identification, qualification, cultivation, solicitation, and stewardship of individual major gift donors and further establish the planned giving program. HKI has retained Freeman Philanthropic Services, LLC to assist with this executive recruitment.

As a member of the senior staff reporting to the President & CEO, the Vice President will engage and support the Board of Trustees, colleagues, program staff, and volunteers on diverse major gift fund-raising initiatives. He or she will build strong relationships with colleagues throughout the New York City headquarters, the program office in Washington, DC, regional offices in Cambodia and Senegal, the European affiliate based in France, and program staff throughout the world.

The Vice President will lead the individual giving fund-raising team (currently three full-time positions) for optimal performance, while leveraging the existing culture of cooperation and passionate commitment to the mission of HKI. As the leader of the individual giving operation, he or she will ensure the strategic identification, communication, engagement, and stewardship of individual donors and work in close collaboration with the Vice President for Institutional Giving and Communications (working title). In addition to maintaining his or her own select portfolio of prospects, he or she will effectively position the President & CEO and key Board Members to identify, cultivate, solicit, and steward major gifts, as well as expand HKI's public image and visibility among targeted philanthropic constituencies.

The ideal candidate for this role will be a strong leader and a highly entrepreneurial professional with the development expertise to effectively inspire historic philanthropy. Along with a track record of managing a major gift fund-raising operation that resulted in marked revenue growth, the Vice President will have a proven ability to successfully leverage six- and seven-figure gifts, ideally within a dynamic, fast-paced environment in which he or she actively expanded and engaged a non-traditional donor constituency base.



In 2008, nearly 20,000 children were screened for trachoma and 2,600 teachers were trained in teaching trachoma control, passing this knowledge onto 120,000 schoolchildren.

The Vice President will be an inspirational fund-raising leader and effective manager. The ideal candidate for this integral role will possess the stature to work with philanthropic leaders, intellectual curiosity and agility, and a sincere interest and understanding of issues in global eye-health and nutrition. In addition to passion and energy for the mission, he or she will bring superior communication abilities, political astuteness, strong relationship management skills, creativity, and a dedication to best fund-raising practices.

➤ **ABOUT HELEN KELLER INTERNATIONAL**

The mission of Helen Keller International is to save the sight and lives of the most vulnerable and disadvantaged. We combat the causes and consequences of blindness and malnutrition by establishing programs based on evidence and research in vision, health and nutrition.

Established in 1915 with Helen Keller as a founding trustee, Helen Keller International (HKI) works to save the sight and lives of the most vulnerable and disadvantaged. Headquartered in New York City, HKI currently offers programs in 21 countries in Africa and Asia as well as in the United States. The organization combats the causes and consequences of blindness and malnutrition by establishing capacity-building programs offering technical assistance based on evidence and research. Each year, the programs directly benefit millions of people, and children are a primary concern. HKI programs address malnutrition (including emergency response), cataract, trachoma, onchocerciasis (river blindness), refractive error, and diabetic retinopathy (damage to the retina caused by complications of diabetes).



Helen Keller visiting a military hospital in 1943.

HKI envisions a world where the most vulnerable populations effectively access services and products to prevent and treat blindness, low vision and malnutrition. In this world:

- No one suffers from preventable or treatable blindness or low vision
- No one suffers from undernutrition
- Fewer people suffer loss of their productive years due to disability and premature death

To accomplish this, HKI builds the capacity of local governmental, civil society and private sector systems and infrastructure, and promotes the development of sustained, large-scale programs that deliver effective preventative and curative eye health and nutrition services. These services are integrated into ongoing programs and initiatives, and are delivered in cost-effective and practical ways that take into account actual community health needs and cultural realities. Their design and evaluation are firmly rooted in scientific evidence and assessment.



HKI trains thousands of health workers to provide vitamin A to children and postpartum women.



HKI promotes food security in Bangladesh through investments in women and homestead food production.

HKI is known for sustainability, reliability, efficiency and the highest level of technical expertise in fighting and treating blindness and malnutrition. The hallmark of the organization's work is its proven effectiveness in developing, testing and scaling-up health interventions, and integrating them within government and community structures. HKI works with partners around the world to help meet key provisions of the Millennium Development Goals (MDGs), selected by all 191 United Nations member states, as well as VISION2020, The Right to Sight.

President & Chief Executive Officer

Kathy Spahn was named president and CEO in 2005. Prior to joining HKI, Ms. Spahn was President and Executive Director of ORBIS, a global non-profit organization dedicated to the prevention and treatment of blindness in the developing world. As President and Executive Director, she provided overall direction and management for this \$30 million organization with four affiliates and five country programs, and a medical volunteer corps of 370. Prior to her work with ORBIS, she was Executive Director of God's Love We Deliver, a New York-based AIDS service organization dedicated to combating malnutrition and hunger among people living with HIV/AIDS.



Ms. Spahn with Mr. Dick Clark, chairman & CEO of Merck, at the 2008 Spirit of Helen Keller Gala.

Ms. Spahn is a Founding Board member of both the North America chapter of the International Agency for the Prevention of Blindness and the Association of Nutrition Services Agencies. She has served on numerous other boards in both health and the arts, and currently serves on the boards of InterAction, the International Agency for the Prevention of Blindness, and The Bernadotte Foundation for Children's Eyecare.



HKI Trustee Kate Ganz visiting school programs on nutrition and trachoma control in Tanzania.

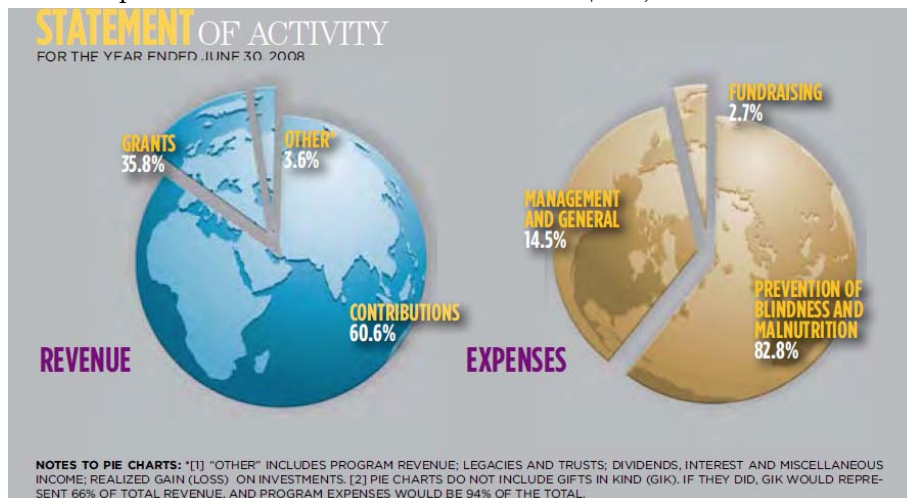
Board of Trustees

The 22 members of HKI's Board of Trustees are senior corporate, community, and volunteer leaders who are committed to the continuing success and growth of the organization. The chairman is Bradford Perkins, co-founder and chairman of Perkins Eastman, an international architecture, interior design, urban design, planning, landscape architecture, graphic design, and project management firm. For a complete board list, please visit www.hki.org.

➤ **FINANCIAL HIGHLIGHTS**

With nearly 600 staff and an annual operating budget of over \$35 million, the organization has undergone significant growth over the past decade and has a diverse pool of institutional donors. Efforts to build infrastructure to support this continuing growth have been a priority over the past four years and will continue in the near term. These efforts, among many others, include the continued expansion of fund-raising initiatives to engage the individual donor constituency.

In the fiscal year ending June 30, 2008, HKI's revenue was approximately \$91 million and expenses were \$90 million. HKI's sources of support included individuals, foundations, and corporations (\$18.6 million), US Government Agencies (\$11 million), Gifts in Kind (\$60 million), program revenue (\$36,000), legacies and trusts (\$770,000), dividends and interest (\$242,000), and gain on investments (\$46,000). The annual Spirit of Helen Keller Gala raised over \$900,000.



➤ **IMPORTANT & REPORTING RELATIONSHIPS**

The Vice President for Individual Giving will report directly to the President & CEO, Kathy Spahn, and serve as a member of the Senior Management team. He or she will manage the individual giving fund-raising team of three professionals: Major Gifts Officer, Special Events Manager, and Development Coordinator. As philanthropic revenue grows and capacity continues to expand, the Vice President will have the opportunity to further build his or her team.



Onchocerciasis, a major cause of blindness, afflicts 37 million people in Africa.

The successful candidate will engage and strategically support Board Members, particularly those members of the Development Committee, on diverse fund-raising initiatives. The Vice President will build strong, collegial relationships and communications with colleagues across the organization, nationally and abroad, including colleagues on the Senior Management team: the Vice President for Institutional Giving and Communications, the Senior Vice President & COO, the Senior Vice President of Programs, the Chief Financial Officer, and the vice presidents of Eye Health, Regional Director-Africa, and Regional Director-Asia-Pacific

In addition, he or she will engage senior-level colleagues to build capacity and competencies required to create conditions for effective fund raising. Externally, the Vice President will build and maintain effective relationships with targeted donors, prospects, and volunteers. He or she will be responsible for managing the relationships with retained resources, as needed and/or appropriate.



Homestead Food Production Programs improve nutritional status in Cambodia.

➤ **KEY ROLES AND RESPONSIBILITIES**

The Vice President for Individual Giving role presents an unmatched opportunity to help craft and lead a strategic and operational plan for building and expanding worldwide philanthropic revenue from individuals. Key opportunities and challenges include:

- Establish strong working relationships with the President & CEO, Board Members, program staff, colleagues, donors, prospects, and volunteers;
- Craft, execute, and lead a strategic and operational plan for individual fund raising (including major gifts, planned giving, the annual gala and other cultivation events, and direct mail): migrating qualified donors from the existing direct response programs to major gift programming;
- Devise strategies to reach organizational goals with an emphasis of positioning the President & CEO and key Board Members to generate revenue and expand the public image necessary to achieve the ambitious organizational goals;
- Conceptualize and implement strategies and tactics for reaching out to non-traditional prospective donor constituencies and further penetrate the domestic and international philanthropic marketplaces by taking the message of HKI to targeted philanthropists;
- Develop a sophisticated understanding of HKI's history, mission, programs, and fund-raising goals and passionately articulate that vision to the world at large;

- Provide counsel for and serve as principal architect of the engagement of the Development Committee, members of the Board of Trustees, and other key philanthropists in fund-raising activities and key decisions affecting current and future philanthropic revenue, providing innovative, entrepreneurial support and stewardship;
- Build and maintain a portfolio of major gift prospects; design and execute identification, qualification, cultivation, solicitation, and stewardship strategies for each prospect;
- Preserve long-term alliances with current donors while systematically identifying and targeting other prospects capable of supporting HKI with principal- and major-level gifts;
- Engage and effectively support senior management, program leaders, staff, and volunteers in fund-raising activities, as appropriate;
- With the President & CEO, facilitate the identification, engagement, and recruitment of new Board Members;
- Manage and mentor the individual giving team;
- Maintain best fund-raising and operational practices, utilizing clearly defined goals, objectives, and transparent methods with which to measure success;
- Ensure a coordinated and collaborative approach with colleagues in respect to major gift solicitation;
- Guided by HKI's values and mission, contribute to an organizational environment where teamwork, collaboration, and dedication are expected and required.

➤ **IDEAL QUALITIES, CHARACTERISTICS & EXPERIENCE**

HKI seeks an experienced, entrepreneurial, and inspirational fund-raising leader with the ability and the demonstrated track record to respond effectively to the opportunities and challenges listed above. The ideal candidate will possess the following attributes and experience:

- Poise, intellect, and authenticity to gain the trust and confidence of HKI's senior management, global leaders, high-level donors and prospects, program leaders, volunteers, staff, and colleagues;
- Established track record of providing strategic direction and operational management of major gift, events, and direct response fund-raising operation, resulting in marked improvement in execution and significant revenue growth;
- Intellectual curiosity and stature, combined with a sincere interest and understanding of geopolitics, public policy, global health trends, challenges and events;
- Proven track record of closing significant gifts (ideally in the six- and seven-figure dollar range), including unrestricted and endowment gifts: demonstrated record of successful major gift solicitations, including the design and execution of the identification, qualification, cultivation, solicitation, and stewardship strategies;
- Extensive experience in major gifts fund raising, ideally for an international organization or in an international setting;
- Proven ability to actively build and manage a portfolio of major gift prospects;

- Ability to successfully lead the expansion of individual philanthropic revenue from non-defined constituencies;
- Experience with the integration of major and planned giving strategies and related planned giving vehicles;
- Passion and energy for the mission and work of HKI;
- Facilitator – proven experience engaging and supporting senior leadership in fund raising;
- Excellent communication skills (both written and oral); ability to eloquently articulate the case for support;
- Strong manager with the acumen to lead, guide, and mentor a team and direct a results-oriented individual giving program;
- Resourceful and agile; self-starter; collaborative and patient;
- Demonstrated ability to maintain best fund-raising practices, engage participation from all levels, and generate excitement, shared purpose, and action;
- Collaborative, emotionally mature professional with a sense of humor and perspective;
- Fearless diplomat with political savvy; the ability to strategically and effectively navigate within complex environments;
- Highly attuned cultural sensitivity; experience with international, intercultural environments helpful;
- Willingness and ability to travel domestically and internationally, as appropriate;
- Bachelor’s degree required; advanced degree preferred.

➤ **COMPENSATION & BENEFITS**

The compensation and comprehensive benefit package will be competitive and commensurate with the successful candidate’s background and experience.

➤ **CONFIDENTIAL APPLICATIONS & NOMINATIONS**

Confidential inquiries, applications, and nominations should be sent to Freeman Philanthropic Services, LLC at HKI@glfreeman.com.

HKI is an equal opportunity employer and is committed to diversity among its employees and encourages qualified candidates from all backgrounds to apply.