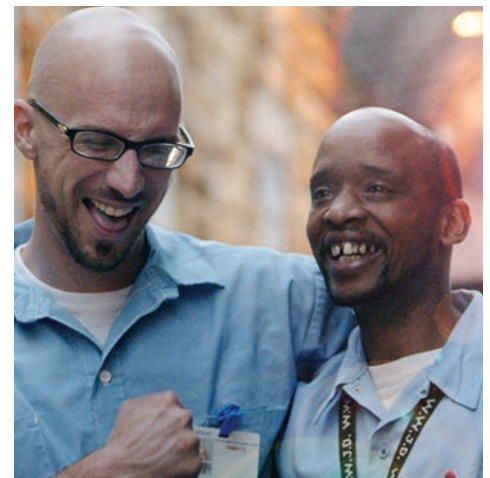




EXECUTIVE DIRECTOR OF STRATEGIC GIFTS

OPPORTUNITY PROFILE



PRISON
FELLOWSHIP

MINISTRY OVERVIEW

Prison Fellowship is the nation's largest outreach to prisoners, former prisoners, and their families, and a leading advocate for criminal justice reform. Driven by the conviction that all people are made in the image of God, it brings restoration to those affected by crime and incarceration in all 50 states. It offers the hope and healing of the Gospel as it facilitates accountability, rehabilitation, and re-integration for those convicted of crimes; it supports children with incarcerated parents and those returning to communities; and it calls for a justice system that protects communities, respects those harmed by crime, and transforms those responsible for it.

Prison Fellowship is now facing a nexus of opportunities unprecedented in its 40-year history. State departments of corrections are requesting more support; legislators at the federal and state levels are crossing party lines to support criminal justice reform; America's churches are eager for tools and training; and the American public is demanding more restorative responses to crime. To capitalize on this moment, Prison Fellowship needs a proven, results-oriented, relational fundraiser who shares the conviction that no life is beyond the reach of God's grace. As we expand this vital ministry of second chances, the right candidate will bring strategic thinking, strong leadership skills, and the ability to cast a compelling vision for financial partners and members of the development team.



OUR PASSION

"CONTINUE TO REMEMBER THOSE IN PRISON AS IF YOU WERE TOGETHER WITH THEM IN PRISON!" – HEBREWS 13:3

Prison Fellowship believes that a restorative approach to prisoners, former prisoners, and all those affected by crime and incarceration can lead to safer, more flourishing communities. Firmly grounded in the truth of the Gospel, the ministry believes that Jesus — Himself brought to trial, executed, buried, and brought to life again — offers hope, healing, and a new purpose for each life. He can make even the most broken people and situations whole again. Through an amazing awakening to new hope and life purpose, those who once broke the law are transformed and mobilized to serve their neighbors, replacing the cycle of crime with a cycle of renewal.

OUR VALUES

Prison Fellowship aspires to uphold the following values in all its interactions with others:

- Respect the dignity of all people
- Equip others to greater potential
- Serve with humility
- Trust through transparent collaboration
- Obey God and His Word
- Rely on prayer
- Excel in all we do

OUR IMPACT

25,000+

prisoners participating in Prison Fellowship classes each month.

11,000+

ministry volunteers across the U.S.

300,000+

children connected to a church or organization in 2015 to receive the Gospel and a Christmas gift on behalf of an incarcerated parent.

LEGACY OF CHUCK COLSON

The story of Prison Fellowship's founder is a testimony to God's grace and mercy. Chuck Colson, President Nixon's "hatchet man," served time in a federal prison camp, where he felt led by God to honor a promise he made to remember prisoners and their families. That promise grew into the world's largest family of prison ministries.



In 1974, Chuck Colson, a former top aide to President Nixon, pled guilty to obstruction of justice. Shortly after his conversion to Christianity, he served seven months in Alabama's Maxwell Federal Prison Camp.

Colson emerged from prison with a new mission: mobilizing the Church to minister to prisoners. He founded Prison Fellowship in 1976. Since then, the ministry has grown steadily in breadth, depth, and impact. In recognition of his work among prisoners, Colson received the prestigious Templeton Prize for Progress in Religion in 1993.

Chuck Colson also founded Prison Fellowship International and the Colson Center for Christian Worldview. Today these two organizations are independent ministries that collaborate closely with Prison Fellowship.

"I found myself increasingly drawn to the ideas that God had put me in prison for a purpose and that I should do something for those left behind."
- Chuck Colson, *Born Again*

On April 21, 2012, Chuck Colson passed away. His legacy continues, however, in the work of Prison Fellowship, and in the lives of the many people his ministry has touched.

WHAT WE DO

RESTORING PRISONERS

Prison Fellowship staff and volunteers are in hundreds of correctional facilities each day sharing the Gospel, spreading hope, and teaching life-changing classes. Through its evangelism events, the ministry introduces incarcerated men and women to a new future in Christ and nurtures their spiritual growth with Bible studies, discipleship courses, and seminary-level classes. Prison Fellowship also offers holistic pre-release programs that train prisoners in new ways of thinking and living—whether inside or outside of prison. In some states, Prison Fellowship provides programming for faith-based dorms where prisoners undergo intensive rehabilitation immersed in a caring Christian community. As a result of these programs, prisoners use their sentences as a time to repent, grow, and find a new identity and purpose in Christ—with Prison Fellowship staff and volunteers as their guides.



EMPOWERING GREAT WARDENS

Wardens are the CEOs of their prisons; they hold the key to transforming correctional facilities into havens of moral rehabilitation for the incarcerated men and women under their care. Prison Fellowship's Warden Exchange program equips wardens to be transformational leaders in their facilities. Warden Exchange brings correctional leaders together in a network of support, innovation, and sharing of best practices. This program is helping wardens all over the country to fulfill their mandate to create more rehabilitative prisons that promote human dignity and public safety.



MINISTERING TO FAMILIES

Children often feel frightened, abandoned, or ashamed when their mom or dad goes away to prison. But Prison Fellowship's Angel Tree program is there to help. Church volunteers around the country provide children with the Gospel message, a Christmas gift, and a personal message on behalf of their incarcerated parent. Through Angel Tree, churches are coming alongside families of the incarcerated at Christmastime and beyond while their loves ones away, including through Angel Tree Camping and mentoring relationships.



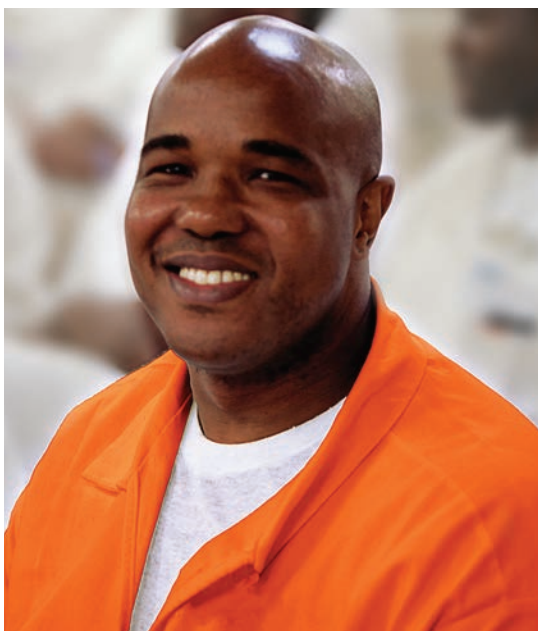
WHAT WE DO

SUPPORTING SUCCESSFUL REENTRY

Each year more than 600,000 men and women return to their communities from prison. Upon their release, Prison Fellowship works to connect men and women with networks of local community resources, including churches. The ministry also promotes second chances—such as access to employment, education, and housing—for those who have paid their debt to society and now want to contribute to their families and communities. The Second Prison Project, a new movement sponsored by Prison Fellowship, is working to reduce the burden of legal and social barriers affecting the formerly incarcerated and unlock the full potential of people with a criminal record.

ADVOCATING FOR RESTORATIVE JUSTICE REFORM

Prison Fellowship believes that all people are made in God's image and have inherent worth. A criminal justice system based on biblical truths will respect the dignity of all people affected by crime and incarceration and seek their restoration. The Prison Fellowship advocacy team works closely with legislators, the media, and community thought leaders to help reform our system to provide a more just experience for all parties involved—so that communities are safer, victims are respected, and people convicted of a crime are transformed. Prison Fellowship is mobilizing its national network of advocates to work together for justice that restores.



THE OPPORTUNITY

In the next 10 years, Prison Fellowship intends to double its budget from \$40 million to \$80 million. In the last four decades, the ministry has seen countless miracles of God's grace in the lives of those affected by crime and incarceration. Now, presented with the opportunity to carry out more transformational ministry than ever before, Prison Fellowship is seeking the right person to build and maximize strategic partnerships with generous, high-capacity investors in its restorative mission.

SUCCESSFUL ADVOCACY. In recent decades, Prison Fellowship has become a leading, credible voice for restorative criminal justice reform on Capitol Hill and in state legislatures from coast to coast. The momentum for reform is building; last year, Prison Fellowship's network of grassroots advocates contacted legislators more than 5,000 times to request reform. As a result, they saw dozens of legislators sponsor bills that reflect biblical values and offer sensible, cost-effective strategies to reducing crime. In 2014, the Colson Task Force on Federal Corrections, named after Prison Fellowship founder Chuck Colson, was created by Congress to examine the challenges of the federal prison system. This bipartisan panel of experts, which included Prison Fellowship's head of advocacy Craig DeRoche, recently presented their recommendations to the president, Congress, and Department of Justice.

GROWING CHURCH ENGAGEMENT. Visiting those in prison and restoring people through the Gospel has always been at the core of the Church's calling. Prison Fellowship has been gratified to see growing interest among pastors and churches who are re-discovering this biblical mandate. Already, thousands of churches minister to prisoners' children and families through the Angel Tree program; many more are deepening their commitment as they help to re-integrate former prisoners and advocate for justice that restores.

PUBLIC ATTENTION. At this moment in our national history, there is a growing receptivity to multi-dimensional depictions of men and women behind bars (*Orange Is the New Black*, *Making a Murderer*, etc.) Though some of these pop-culture phenomena are sensationalized, they reflect real interest in prison culture and the need for reforms to the justice system. Major media outlets are also paying sustained attention to the people affected by crime and incarceration. Prison Fellowship is leveraging its decades of experience, its clarified mission and vision, and its unique position in the marketplace of ideas to help shape this national conversation.

TRUST AND ACCESS. After decades of explosive prison growth and low rates of rehabilitation, state departments of corrections are looking for ways to improve their outcomes. Viewing Prison Fellowship as a trusted, expert partner—not just a collection of religious volunteers, many state-level leaders are asking the ministry for additional support and programming. In some prisons, Prison Fellowship manages programming for entire faith-based units that make facilities safer and more restorative for all.

CROSS-GENERATIONAL APPEAL. Prison Fellowship has long had a foothold with Baby Boomers who are now inheriting wealth, sharing generously, and volunteering their time and life experience in their retirement years. The ministry is also well-poised to appeal to younger Christians who emphasize justice, mercy, and making a concrete difference in their communities as they live out the Gospel message.

POSITION OVERVIEW

The Executive Director of Strategic Gifts (ED) will manage an existing portfolio of major ministry partners as a producing leader, while simultaneously leading and overseeing Prison Fellowship's Strategic Gifts team, including major gift partners. He or she will play a key role in developing the major gift department's strategic direction to maximize growth potential for this important segment of Prison Fellowship givers. The ED will implement, monitor, and adjust plans to ensure that relationships are identified, cultivated, solicited, and stewarded to enhance relationships with the ministry and maximize gift income capacity to meet revenue goals. This person's annual revenue goal will eventually reach / exceed \$1 million, with appropriate time given to ramp up to this level of giving. The ED will also handle over 50 major donors personally.

The ED reports to the Vice President of Development. Through this relationship, the ED will seek advice and approval from the ministry's leaders on the use of outside consultants, the final copy on all proposals for solicitations, any philosophy of advancement or strategic issues, and expenses exceeding budget authority. On his or her own, the ED will have responsibility for strategizing the best method to achieve strategic-gifts revenue goals, as well as coaching staff, monitoring the team's performance, and determining which initiatives/offers to present to supporters and prospects. It is essential that this person be ready to cast their own vision for the department and lead the field team of men and women to embrace ownership accountability and persuasively convey the next era of big ideas and engaging possibilities for Prison Fellowship. The ED will provide written and verbal briefings to the Vice President of Development and members of the senior leadership team as requested, and will recommend budget considerations for additional development initiatives.



RESPONSIBILITIES & SKILLS

MAJOR GIFT CULTIVATION & SOLICITATION (60% of time)

- Serve as a producing leader with his or her own select group of major gift prospects/donors through cultivation and solicitation events, including visits requiring travel.
- Collaborate with Director of Planned Giving and Foundations for corresponding revenue goals for assigned regions. Maintain accurate records of conversations, strategies, and transactions.

STAFF MANAGEMENT AND OPERATIONAL LEADERSHIP (35% of time)

- Provide strategic direction, tactical oversight and daily management of the strategic gifts cultivation and solicitation process in each geographic region (West Coast, Mountain, Mid-West, TX, Southeast, Northeast, and Mid-Atlantic) via assigned Regional Development Directors.
- Coordinate required support functions such as special events, administrative needs, foundations, etc.
- Create and implement multi-year strategies, performance metrics and intermediate measurement models to achieve annual operating fund objectives, including solicitation of large gifts for operating, endowment, and project-related fundraising.
- Monitor progress towards these goals and make necessary adjustments in order to reach them.
- Lead the field program staff and others regarding major donor activities and building collaborative relationships and partnerships. Manage departmental budget.
- Oversee a team of Regional Development Directors, including supervising the following:
 - Major gift relationships and corresponding revenue goals for assigned regions.
 - Establish performance metrics to include not just revenue, but also effort.
 - Record activity in database for major donor relationships.
 - Major gift correspondence.
 - Collaborate with Director of Planned Giving for corresponding revenue goals for assigned regions.
 - Required support functions such as special events, administrative needs, foundations, etc.
 - Coach staff for optimal performance, develop and monitor annual performance and development plans, and make salary increase recommendations.

OVERALL ORGANIZATIONAL PARTICIPATION (5% of time)

- Serve on cross-divisional teams and committees.
- Maintain a clear and deep understanding of the various Prison Fellowship programs, products, and services.
- Assist with special events, projects, and other divisional needs as requested by the Vice President of Development.

POSITION RESPONSIBILITIES

THE CANDIDATE:

QUALIFICATIONS AND EXPECTATIONS

- It is expected that employees of Prison Fellowship are committed followers of Jesus Christ who have a desire to grow in their personal faith and to see others do likewise. Prison Fellowship seeks a candidate with spiritual depth and commitment demonstrated in their daily life.
- Theological compatibility with the Prison Fellowship statement of faith.
<https://www.prisonfellowship.org/about/beliefs/statement-of-faith/>
- Bachelor's degree required, advanced degree or CFRE preferred.
- Over 10 years of experience with fundraising or high-end sales, as well as a minimum of five years of executive management including strategic planning, budgeting, and supervising.
- Excellent written and oral communication skills and presentation skills, as well as proficiency in utilizing CRM database and business acumen in communicating budgeting and financial principles.
- Ability to multitask and delegate effectively.
- Commitment to results and metrics management.
- Leads by example. Develops effective interpersonal and intra-organizational relationships.
- Constituent focus in communicating giving opportunities.
- Proven and verifiable financial management skills.
- Availability for travel 30 to 50 percent of the time.



CORE COMPETENCIES

KNOWLEDGE

- Knowledge of best practices in management, along with proven ability to bring strategies, innovation, and leadership to help organizations leverage opportunities.
- Robust Christian worldview and understanding of biblical principles.
- Wide personal network of prospective donors desirable
- Knowledge of current trends in prison ministry and restorative justice reform would be ideal but not necessary.

ABILITIES

- Demonstrates maturity. Accepts accountability for own behavior. Learns from personal mistakes. Acts swiftly to accept responsibility and corrects errors.
- Effective organizational leader who has brought growth, professionalism, and vision to an organization.
- Possesses gravitas. Exudes a sense of credibility and integrity. Engenders trust.
- Ability to energize and inspire financial partners and staff.
- Innovative. Handles change smoothly. Fosters creativity in others.
- Ability to develop and express genuine passion for prison ministry and Prison Fellowship mission and values, and ability to communicate biblical truths.
- Ability to humbly keep ego in check and assist others to collaborative teamwork.
- Ability to identify talent; possesses proven history of developing leaders.
- Leveraged leader who delegates effectively in a cross-functional organization.



THE PROCESS

SEARCH AND SELECTION

The Prison Fellowship Executive Search Committee is charged with vetting candidates for the position of Executive Director of Strategic Gifts. The committee is assisted by Dr. Rich Kidd and Bruce Dingman of The Dingman Company.

The Dingman Company will explore a broad network to suggest potential candidates. This thorough search will include consideration of many names and subsequent review of résumés. When appropriate, candidates will be asked to respond to questionnaires and have telephone interviews with Dingman Company search consultants. Those holding the most promise will be interviewed in person. Next, references and backgrounds will be checked, degrees will be verified, and an extensive candidate profile will be prepared by the search firm. When a preferred candidate is determined, the candidate and his or her spouse (if applicable) will have an opportunity to meet the committee.

For further information or to apply for this position, please contact:

Dr. Rich Kidd, Vice President
Virginia Beach, VA
Email: rich@dingman.com
Cell: 757.642.0622

www.dingman.com



Our client is an equal-opportunity employer and does not discriminate on the basis of race, age, color, sex, national origin, or physical handicap. As a religious nonprofit organization, Prison Fellowship may make decisions on the basis of faith, as will The Dingman Company as the agent of Prison Fellowship.

The Dingman Company fully respects the need for confidentiality of information supplied by interested parties and assures them that their backgrounds and interests will not be discussed with anyone, including our client, without their prior consent, nor will reference contacts be made until mutual interest has been established.

The Dingman Company, Inc., is a retained executive search firm devoted exclusively to serving our clients in matters of executive selection. We are a generalist firm that has served businesses and organizations nationwide since 1979. While many of our assignments are in the corporate sector, due to our Christian faith, we also serve many nonprofit organizations in the Christian community.



Remember those in prison