

Mission: "To ensure that everyone has the freedom to find, form, and sustain their families by advancing equality for the LGBTQ+ community."

[www.familyequality.org](http://www.familyequality.org)

New York, NY

Open to Hybrid Employment

## VICE PRESIDENT, DEVELOPMENT

### ABOUT THE OPPORTUNITY



Founded in 1979, Family Equality is the leading organization that guides and supports families throughout the parenthood journey. Family Equality connects individuals with resources, programs, and community, ensuring that all families can flourish from pre-parenthood to grandparenthood. As part of its holistic support of the parenting lifecycle, Family Equality advocates for laws and policies that best serve LGBTQ+ and surrogate families, designs inclusive and compelling curriculum for schools, and leads culture change efforts to achieve its vision of creating a world where everyone can experience the unconditional love, safety, and belonging of family.

Family Equality is at a critical moment in its history. Following the recent recruitment of its next Chief Executive Officer, the organization is embarking on a strategic planning process focused on program expansion to play a greater role in the provision of resources and programs to support the full parenthood journey, from cradle to grave. Family Equality seeks to increase its impact on federal and state policy to continue to protect families and, to that end, looks to expand and diversify philanthropic income sources.

Family Equality seeks a strategic and entrepreneurial Vice President, Development (Vice President) to lead the creation and execution of a multi-year strategic plan for development. The successful candidate will manage a comprehensive development program and lead the diversification of philanthropic income sources, including leadership and major gifts, institutional giving, planned giving, annual giving, and events. The candidate will build deep collaborative relationships across the organization to elicit information and translate this information into persuasive and compelling cases for support. The Vice President will carry a portfolio of major gifts prospects, with a focus on prospect research, qualification, cultivation, solicitation, and stewardship. In parallel, the candidate will implement streamlined processes, procedures, and systems for the development team, including a standardized and comprehensive moves management strategy

The Vice President will serve as an active spokesperson and advocate for Family Equality's mission and cultural values in the funding community, working through the lens of equity. The ideal candidate will have a personal connection to the LGBTQ+ community, demonstrated experience leading philanthropic revenue growth, and a proven understanding of the unique development needs of a growing not-for-profit organization, with experience building functions from the ground up.

The Vice President will report to the Chief Executive Officer, serve as an active member of the Leadership Team, and lead a team of two development professionals. The successful Vice President will have the opportunity to assess and build the development team. The ideal candidate will be an effective and inspirational mentor and coach, ensuring the overall performance and success of the development staff while helping them excel in their work and grow professionally.

Family Equality has retained [Freeman Philanthropic Services, LLC](#) to assist with this critical recruitment.

## REPORTING AND IMPORTANT RELATIONSHIPS

The Vice President will report to the Chief Executive Officer, serve as an active member of the Leadership Team, and lead a team of two development professionals. The successful Vice President will have the opportunity to assess and build the development team.

To achieve Family Equality's funding goals of expanding philanthropic revenue, they will build deep collaborative relationships with leaders across the organization in programs, public

policy, external affairs, operations, and finance. The successful candidate will staff the Development Committee of the Board of Directors and partner closely with the Chair of the Development Committee.

## KEY OPPORTUNITIES

As a key member of Family Equality, the Vice President will contribute broadly to all aspects of the fulfillment of Family Equality's mission. The successful candidate will have the capacity and demonstrated track record in the following areas:

- Rapidly gain an understanding of Family Equality's substantive priorities and translate those priorities into successful cases for support and fundraising initiatives;
- Design and execute a comprehensive strategic plan for development that aligns strategy with resources, focused on the diversification of philanthropic income sources including leadership and major gifts, institutional giving, planned giving, annual giving, and events;
- Identify and carry a portfolio of major gifts prospects and donors, including prospect research, qualification, cultivation, solicitation, and stewardship;
- Lead and expand existing fundraising activities while systematically identifying and designing new opportunities with individuals, corporations, and foundations;
- Serve as a spokesperson and advocate for Family Equality's mission and cultural values in the funding community;
- Build strong collaborative relationships with Family Equality's leadership, colleagues, and volunteers and further the culture of philanthropy across the organization;
- Strategically engage and prepare the Chief Executive Officer, Board of Directors, and other stakeholders in public outreach and fundraising activities, providing meaningful engagement opportunities and effective support;
- Develop a comprehensive case for support and compelling fundraising materials, proposals, and presentations that most effectively communicate the impact of Family Equality's work;
- Implement standardized policies, procedures, and systems for the development team, including a standardized and comprehensive moves management strategy;
- Ensure overall performance, success, and growth of development staff, helping them excel in their work and grow professionally; and

- Provide professionally mature, effective, and transparent management; implement policies and best practices that will ensure greater staff collaboration and accountability through quantitative measurement of results; model behaviors and create a culture that is comfortable with clearly defined goals and reliable methods with which to measure success.

## IDEAL QUALITIES

In addition to the demonstrated ability to meet and exceed the responsibilities listed in the preceding section, the successful Vice President will possess the following experience and attributes:

- Passion and commitment to Family Equality's mission and cultural values, with a personal connection to the LGBTQ+ community;
- Extensive fundraising experience with expertise in all areas of development including leadership and major gifts, institutional giving, planned giving, annual giving, and events;
- Demonstrated knowledge of the unique development needs of a growing not-for-profit organization, with experience building functions from the ground up;
- Proven ability to provide strategic direction, leadership, and operational management of fundraising initiatives, resulting in marked improvement and growth;
- Strategic and tactical leader with a demonstrated track record of increasing revenue and diversifying sources of support;
- Experience strategically engaging and supporting board and executive leadership in public outreach and fundraising activities;
- Emotional intelligence, creativity, and confidence, with the ability to apply the experience of traditional development programs to a dynamic enterprise;
- Genuine and transparent team player with a creative manner of approaching issues and devising sound solutions based on good judgment and collaboration;
- Proven ability to engage donors, prospects, volunteers, and colleagues in a manner that generates excitement, shared purpose, and meaningful action;
- Entrepreneurial and resourceful professional with the proven ability to thrive in a growing organization where the prospective donor constituency is not immediately obvious;

- Grace, poise, and highly advanced facilitation skills to promote fundraising partnerships;
- Excellent communication (writing, proofreading, speaking, presentation, and listening) skills and keen attention to detail, with the ability to effectively communicate with all levels of the organization, as well as external constituencies;
- Empathetic professional with the ability to lead through the lens of diversity, equity, and inclusion;
- Inclusive management and team building skills to help guide a results-oriented operation, while maintaining best practices, camaraderie, clear goals, and shared accountability;
- Strong manager with the demonstrated ability to recruit, lead, guide, and mentor a team and direct a results-oriented development program for a fully remote team;
- Commitment to the highest standards of professionalism and best fundraising practices;
- Experience in the New York or Los Angeles philanthropic marketplace preferred;
- Willingness and ability to travel regularly;
- Tactical experience managing donor databases and CRMs, with knowledge of Salesforce preferred; and
- Bachelor's degree required; advanced degree preferred.

## DIVERSITY

Family Equality provides a team-based environment and values the benefits of a diversified workplace. Women, people of color, transgender individuals and members of other underrepresented populations are strongly encouraged to apply.

Family Equality is an equal opportunity employer and does not discriminate based on age, citizenship, physical or mental disability (including HIV status), ethnicity, family responsibilities, gender identity and expression, marital status, matriculation, national origin, physical appearance, race, religion, political affiliation, sexual orientation, union membership, veteran status or other unlawful factors, with respect to recruiting, hiring, job assignment, promotion, discipline, discharge, compensation, training and other terms, conditions and privileges of employment.

## COMPENSATION AND BENEFITS

The compensation and benefits package will be competitive and commensurate with the selected candidate's background and experience. The compensation range is \$130,000 to \$150,000. For extraordinary candidates, Family Equality might consider higher levels of compensation.

The Vice President will work in a hybrid capacity within the New York Tri-State. They will be expected to travel as needed to meet with prospects, donors, and colleagues.

## CONFIDENTIAL INQUIRIES AND HOW TO APPLY

Family Equality has retained Freeman Philanthropic Services, LLC to assist with this recruitment. FPS is a national leader in executive recruitment for the not-for-profit sector and brings a proven track record of recruiting top talent to diverse institutions.

Please send all inquiries, applications, and nominations directly to FPS via email at [FamilyEquality@glfreeman.com](mailto:FamilyEquality@glfreeman.com).

All applications must include: (1) an up-to-date resume; and (2) a formal letter of interest (addressed to Gail L. Freeman, President of FPS) that specifically cites the experiences that best prepare the applicant for this role and why this particular opportunity at Family Equality is the logical and desired next step in their career. Additional materials and information will be requested during the search and interview process.

## ABOUT FAMILY EQUALITY

Founded in 1979, Family Equality is the leading organization that guides and supports families throughout the parenthood journey. Family Equality connects individuals with resources, programs, and community, ensuring that all families can flourish from pre-parenthood to grandparenthood. As part of its holistic support of the parenting lifecycle, Family Equality advocates for laws and policies that best serve LGBTQ+ and surrogate families, designs inclusive and compelling curriculum for schools, and leads culture change efforts to achieve its vision of creating a world where everyone can experience the unconditional love, safety, and belonging of family.

Family Equality was founded as the “Gay Fathers Coalition” in 1979 at the National March on Washington for Lesbian and Gay Rights by gay fathers who bravely left their heterosexual marriages to pursue their truth—and who were, as a result, denied access (not to mention parenting privileges) to their children. Since then, Family Equality has grown to help families find answers, get connected, and create change.

To read more about Family Equality’s mission, work, and impact, [please click here](#).

## VALUES

Family Equality’s values are timeless, enduring, and intrinsically important. Its core values support the vision, shape the culture, and reflect its identity. Crucially, these values reflect how Family Equality strives to go about its work and conduct themselves.

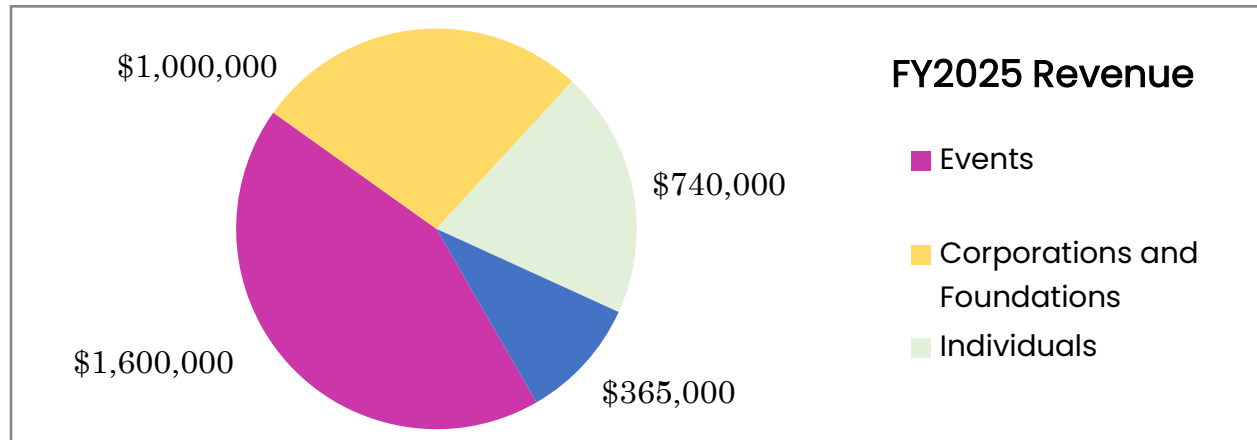
- ❖ **Pride:** The empowered knowing, understanding, acceptance, and celebration of self and others.
- ❖ **Advocacy:** The empathetic act of using one’s voice, privilege, power, and resources to enhance the quality of life for ourselves and others.
- ❖ **Diversity:** The imperative to incorporate varied experiences, perspectives, backgrounds, and beliefs of the most marginalized and oppressed people and communities.
- ❖ **Love:** The affection, acceptance, and empathy for one another that moves Family Equality to action.
- ❖ **Courage:** The act of living one’s truth and values while leaning into vulnerability, discomfort, and change.
- ❖ **Equity:** The acknowledgment that everyone can thrive when provided the unique resources they require as individuals, families, and communities.
- ❖ **Collaboration:** The act of working in unity across different perspectives and experiences to achieve a common goal.
- ❖ **Joy:** The feeling of present happiness that creates a sense of purpose and fulfillment.

To read more about Family Equality’s values and commitments, [please click here](#).

## FINANCIAL OVERVIEW

In fiscal year 2025, Family Equality anticipates raising \$3.67 million in philanthropic revenue from individuals, corporations, and foundations. Looking forward, the successful candidate will have the opportunity to identify and implement opportunities to expand philanthropic support, including public funding.

Family Equality's anticipated \$3.67 million in philanthropic income for fiscal year 2025, separated by sources of support, is included below:



## LEADERSHIP



### Darra Gordon, Chief Executive Officer

Darra Gordon (she/her) is a visionary and strategic leader with over two decades of transformative impact in the nonprofit sector. She is adept at steering organizations towards groundbreaking growth through innovative strategies, operational excellence, and a deep commitment to social justice.

Darra most recently served as the Deputy President and Chief Operating Officer (COO) at [GLAAD](#), the world's largest LGBTQ+ media advocacy organization. In these roles, Darra oversaw the organization's day-to-day operations including the fundraising and development, HR, IT and finance departments. She also led and created GLAAD's current five-year transformational strategic plan and expanded GLAAD's capacity and programs centered in diversity, equity, and inclusion. Darra joined GLAAD as COO in 2018 and developed the organization during a time of rapid growth which saw GLAAD more than triple its annual operating budget and fundraising goals.



She previously spent over 15 years at Hetrick-Martin Institute (HMI), the nation's oldest and largest LGBTQ+ youth service organization, where she achieved national expansion for the organization. She led fundraising efforts that tripled HMI's budget and championed technology innovation to amplify programmatic impact.

Darra's work has won her accolades, including the BMW Woman of Xcellence award, the Stonewall Honors for LGBTQ leadership, and the outstanding alumni award at her alma mater, Lycoming College.

Darra serves as the Treasurer of the Board of Directors at [Black Trans Femmes in the Arts](#), Advisory Board of [HabitQueer](#), and is a member of her community's Board of Education.

Darra received her MS in Nonprofit Management from the Milano School of Policy, Management, and Environment at The New School, and her BA in Philosophy and Psychology from Lycoming College in Pennsylvania.

Darra lives in New York with her wife Nicole, their three children, and their two dogs, Jasper and Pepper.

### **Board of Directors**

Family Equality's Board of Directors is comprised of dedicated and engaged leaders committed to the organization's mission, vision, and continued growth. The Board is a diverse group of esteemed advocates, philanthropists, and corporate and community leaders.

For a complete list of members of the Board of Directors, [please click here](#).