

# Director of Development

Position Profile

Location: Columbus, OH

## Introduction to The Buckeye Ranch

The Buckeye Ranch restores hope and provides healing through a comprehensive continuum of care including mental health treatment, child welfare, and education-based services for children, youth, and their families.

Founded in 1961, The Buckeye Ranch is a leading provider for emotional, behavioral, and mental health care for youth and families in Ohio. The Buckeye Ranch operates six locations throughout Central and Southwestern Ohio and serves more than 2,500 youth and families each day. The organization utilizes a continuum of tailored programs *to meet parents and youth where they are*.



Hallmark programs include:

- The Buckeye Ranch's **Residential Treatment Program** offers a secure facility and intensive support—from individual counseling to psychiatric services to music, art, or animal therapy—for youth struggling with the most acute mental health and behavioral challenges.
- The **Foster Care Program** connects children with committed foster families who belong to The Buckeye Ranch's network of almost 300 homes across Ohio.
- Through **community-based programs**, The Buckeye Ranch provides youth and families with a comprehensive suite of mental health services, such as outpatient care and counseling, home-based treatment, medication management, and other vital services.
- **Day treatment programs**, such as the Bonner Academies, support youth struggling with behavioral problems that impede success in a traditional school environment. By removing barriers to learning, these programs equip students to reach their behavioral and academic goals and ultimately return to their home school districts.
- Since 2022, The Buckeye Ranch has served as the Care Management Entity for East Franklin County for **OhioRISE**, working with a network of providers to serve youth and families with complex, multi-system needs.
- Other key programs include the **Permanent Family Solutions Network**, which works with families identified as high risk due to abuse and/or neglect, substance abuse, and social determinants; and **Transitional Aged Youth Programs**, which provide youth with housing, guidance, and aid as they transition from foster care or group homes to adulthood and self-sufficiency.

Throughout all programs, The Buckeye Ranch practices four core pillars of quality care—trauma-informed, strength-based, culturally competent, and family-centered—and upholds an enduring commitment to strength and healing.

## The Opportunity

The Buckeye Ranch seeks a strategic, experienced leader to oversee the growth and evolution of the organization's fund-development strategies. The Director of Development will be a vital partner to a visionary CEO and Executive Vice President of Administrative Services and peer to an experienced team of leaders who share an unwavering commitment to the organization's mission. They will direct and execute a fundraising strategy that engages corporate partners and individual investors in the work and impact of The Buckeye Ranch.

It is an extraordinary time for The Buckeye Ranch. The organization has recently announced expansion in partnership with Nationwide Children's Hospital; at the same time, there is growing national awareness of the importance of support for the mental and behavioral health of youth. With extraordinary opportunities such as this and a network of longtime, committed donors, The Buckeye Ranch is poised to grow the base of philanthropic support to serve youth and families' mental and behavioral health needs.

The Director of Development will be a strategic and dynamic fundraising leader who has a deep understanding of fundraising principles, methods, and tactics, as well as knowledge of the Central Ohio landscape. They will be highly collaborative and a strong motivator who will promote a culture of philanthropy among the staff and board that will result in increased philanthropic support for the organization. The new director will have a passion for the health and well-being of youth and families in our community and the supporters who make the work possible. As a member of the Executive Team, the Director of Development will collaborate with colleagues to identify opportunities for philanthropic investment that will further the impact and reach of The Buckeye Ranch.

## About the Position

### Key Position Functions

**Employee Management and Development:** Supervise Development Manager; develop and maintain schedules that ensure appropriate staffing levels and work completion; ensure work assignments for development staff are clear and performance standards are understood; provide supportive and clear performance feedback; coach and counsel staff on meeting applicable standards.

**Fund-development Strategy:** Provide general oversight of all fund-development activities; develop and implement fundraising calendar and plan; develop a balanced funding mix of donor sources and solicitation programs that will attract, retain, and motivate donors and fundraising volunteers; develop and administer development budget, including achievement of revenue targets and management of expenses; partner with program leadership to understand in-kind and monetary needs throughout the year; in partnership with CEO, develop strategy for donor engagement.

**Development and Fundraising Tactics:** Employ fundraising tactics and tools to achieve The Buckeye Ranch's fundraising goals and objectives. Create and implement fundraising activities for:

- Annual fund (specifically direct mail and digital giving)
- Major giving
- Foundation and corporation gifts/grants
- Special events
- Planned and endowment giving

**Donor Engagement and Stewardship:** Cultivate and maintain relationship with major donors; maintain and grow corporate investor relationships; appropriately represent The Buckeye Ranch to donors, prospects, regulators, and fundraising volunteers; expand major gifts program, identifying, cultivating, and soliciting major gifts; partner with Executive Assistant to the CEO to develop agenda and lead weekly donor development meetings; support the CEO in developing donor-engagement strategy and work with Executive Assistant to schedule and ensure relevant follow-up is completed.

**Development Events:** Plan and oversee fundraising events, including annual gala; create and administer fundraising events budget; create event-production schedule; serve as primary contact for vendors, volunteers, and all staff for all fundraising events.

**Development Operations:** Partner with Grants and Administrative Coordinator to ensure Raiser's Edge database is properly structured and all activities are tracked; maintain donor and prospect records, gift management systems, and informational reports; oversee appropriate prospect research; track revenue and fundraising trends to budget and forecast revenue appropriately.

**Board and Volunteer Engagement:** Oversee partnership with Women's Service Board to facilitate communication and support service board initiatives and investments.

**Development Communications:** Raise awareness of The Buckeye Ranch and its primary goals through outreach efforts and regular community events; partner with Director of Marketing and Communications for the creation of publications and media relations; in partnership with Director of Marketing and Communications, publish regular updates on major events and success of The Buckeye Ranch.

## Competencies Required for Success

- People leader
- Action oriented
- Collaborates
- Communicates effectively
- Manages complexity
- Organizational savvy
- Builds networks
- Plans & aligns
- Resourcefulness
- Demonstrates self-awareness
- Balances stakeholders
- Strategic mindset
- Instills trust
- Optimizes work processes

## Qualifications

### Required Qualifications

- Bachelor's degree
- Minimum of 5 years of fundraising experience
- Staff-supervision experience
- Proficiency with computer programs necessary to complete above tasks including Microsoft Office applications, CRM (Raiser's Edge NXT preferred)
- Driver's license and reliable access to functioning vehicle with appropriate insurance coverage



### Preferred Qualifications

- Experience in business development, sales, relationship building, contract management, and/or special events

### Salary and Benefits

The Buckeye Ranch is pleased to offer a competitive salary and comprehensive benefits for this position. The expected minimum starting salary for this position is \$95,000, commensurate with experience.

### Application Process

Benefactor Group is pleased to be assisting The Buckeye Ranch with this executive search. Applications will be reviewed as they are received. All applications are considered highly confidential. To be considered for this position, please send a cover letter and resume to:

**Benefactor Group Recruitment Team**

[HR@benefactorgroup.com](mailto:HR@benefactorgroup.com)

<http://www.benefactorgroup.com>

Please do not contact The Buckeye Ranch staff or board with questions or interest in the role. All inquiries about the position should be directed to Benefactor Group.