

POSITION PROFILE

# Vice President, Philanthropy

Mercy Housing

San Francisco, California





## About Mercy Housing

Home is where our lives unfold: where we gather, where we learn, and where we grow. However, affordable housing is one of the great crises of our time. In California, where home values and rents are among the most expensive, nearly one-third of renters spend more than half their income on housing. There is not a single city or county where a full-time minimum-wage worker can afford a modest two-bedroom apartment.

Mercy Housing California (MHC)— the largest regional affiliate of Mercy Housing, Inc., which is largest nonprofit affordable housing provider in the country—works to address this challenge. The organization develops and operates affordable service-enriched housing that become the foundation for our residents' hopes and aspirations. Today, MHC oversees over 160 communities that together serve more than 20,000 residents across the state.

An industry leader, Mercy Housing California is proud to...

- Participate in all aspects of affordable housing development, from designing and constructing affordable housing, to zoning and financing, to maintaining facilities, to managing housing for residents. Because of this “whole-housing approach,” MHC is able to create the best possible homes and nurture vibrant communities.
- Provide critical resident services. More than simply providing “keys to the door,” Mercy Housing California provides and partners with community organizations to offer residents on-site services, such as healthcare, access to nutritious food, financial education, youth programs, and others. This is the critical ingredient to success. Research and experience have shown that when residents' needs are supported, they can move out of survival mode and build for the future.
- Pioneer innovative housing solutions that are emulated by peers nationwide. For example, MHC pioneered the use of construction techniques, such as modular buildings and mass timber, that save time and cost. The organization's Land Acquisition Fund brought the speed of private equity to affordable housing for the first time, enabling the fast purchase of high-value land. And through thoughtful design and construction, Mercy Housing has built vibrant communities—not just houses.



- Combine our deep local knowledge with the strength of a national system. Mercy Housing's national strength and portfolio diversity have been critical for enabling the organization to proactively plan and act, no matter the economic landscape.
- Follow in the spirit of our founding women religious communities, who established the core values of respect, justice, and mercy. Their influence continues to shape Mercy Housing's work and impact today.

## The Opportunity

Mercy Housing California seeks a seasoned and visionary fundraising leader to advance one of the most urgent and important causes of our time: ensuring safe, stable, and affordable housing for all. This is an exciting opportunity to join one of the nation's most respected and impactful nonprofit housing developers and to shape a future in which California's communities are stronger, healthier, and more resilient.

Mercy Housing California operates with discipline and clarity, guided by a strong business plan and a well-defined pipeline of development projects. Backed by early and extraordinary investments, including a leadership commitment from the Sisters of Mercy and a transformational gift from MacKenzie Scott's Yield Giving, the organization has launched an ambitious endowment campaign to permanently secure the homes and resources on which neighbors depend. The Vice President, Philanthropy will play a pivotal role in building on this momentum, expanding the donor community, and ensuring that Mercy Housing's bold vision becomes reality.

The Vice President, Philanthropy will be both a strategic leader and a hands-on fundraiser. The ideal candidate is a seasoned people-leader who can empower, mentor, and hold accountable a talented philanthropy team while cultivating their own portfolio of major donors. This is a unique opportunity for a leader who thrives at balancing management responsibilities with direct donor engagement. Building a culture of accountability within the philanthropy team will be critical to aligning efforts with organizational priorities, fostering collaboration, and ensuring consistent progress toward ambitious fundraising goals.

The fundraising agenda at Mercy Housing California is multifaceted, requiring a leader who can balance campaign fundraising with support for emergent projects alongside annual fundraising that sustains vital resident services. While a number of promising donor prospects have already been identified, the Vice President, Philanthropy will bring an enterprising approach to identifying and gaining introductions to new donors from external sources, board and staff leadership, and the broader community within the Mercy Housing California service area.

This is a role of both influence and impact. The Vice President, Philanthropy will join a team that demonstrates what is possible when dedicated individuals unite to create lasting change. Together with colleagues, board members, and community partners, they will expand the movement for affordable housing, ensuring that every Californian has the foundation they need to thrive.

## Key Position Functions

The incoming Vice President, Philanthropy will lead Mercy Housing California's efforts to engage stakeholders in raising the funding resources needed to support the organization's mission and values of respect, justice, and mercy.



The Vice President will lead a statewide philanthropy team, in collaboration with senior leadership, supporting and expanding fundraising activities and stakeholder relationships.

- **Fundraising Strategy:** Lead and implement a short- and long-term strategic fundraising plan and the related tactical plans and activities to achieve the fundraising and strategic goals of the organization. Develop and implement a multi-year fundraising strategy including major gifts, planned and endowment giving, government contracts, grants, corporate gifts, and appropriate engagement and stewardship activities. Lead the departmental budget proposal and review process, including coordination with real estate development, resident services, and resource development managers.
- **Leadership and Management:** Motivate and manage a six-person philanthropy team, directly supervising five. Hire, train, retain, and develop a statewide philanthropy team by providing adaptive coaching and support to empower staff to grow, learn, and develop as fundraisers and professionals; create intentional succession plans to develop, promote, and retain high-performing team members; build a strong team culture grounded in inclusivity and belonging as well as dedication to fueling the organization's mission; and ensure all team members have tools, resources, role clarity, and support to achieve ambitious portfolio goals.
- **Donor Engagement and Stewardship:** Cultivate, strengthen, and sustain strategic relationships with key donors, ensuring a high level of donor satisfaction and involvement. Oversee the creation and implementation of donor, solicitation, and stewardship plans, including strategies for endowment growth and legacy giving opportunities. Guide strategy for the creation of recognition activities for key stakeholder groups.
- **Portfolio Management:** Directly manage a portfolio of top statewide donors, focusing on 40-60 donors with complex or overlapping connections to Mercy Housing California and Mercy Housing, Inc. Develop and execute individual strategies.
- **Fundraising Operations:** Develop, implement, and monitor appropriate metrics for overall fundraising and individual performance to achieve strategic objectives. Ensure the fundraising infrastructure provides an efficient and effective pathway for donor engagement; provide strategic direction to the team responsible for all donor data tracking and reporting, donor relations, gift acknowledgement and gratitude activities, donor solicitation tracking and portfolio management, and gift and fundraising policies and processes.



- **Cross-Departmental Collaboration:** Partner with California Resident Services to align fundraising efforts with program priorities, ensuring philanthropic strategies are informed by resident needs and programmatic goals. Collaborate on storytelling, impact measurement, and donor engagement to elevate the visibility of resident-centered initiatives and secure sustainable funding that advances shared outcomes. Partner with California Resident Services to develop and implement strategies that inspire program volunteers to become long-term supporters and donors.
- **Board Relations:** Guide and lead board members in identifying and cultivating donors. Develop and maintain positive relationships with the statewide board and provide tools to elevate board members in supporting fundraising activities.

## Qualifications

### Competencies and Attributes for Success in the Position:

- Proven fundraising leadership
- Strategic mindset
- Action-oriented
- Ensures accountability
- Exceptional communicator
- Quality decision-making
- Cultivates innovation
- Nimble learner
- Builds effective teams
- Organizational savvy
- Builds strong relationships
- Drives results
- Inspires and motivate

### Required Qualifications:

- Bachelor's degree in related field or equivalent experience
- Ten or more years of experience in philanthropy with progressive roles
- Proven experience overseeing a comprehensive fundraising program including individual major and annual giving, legacy and endowment giving, institutional giving, government grants.
- Proven team leadership experience, including oversight of remote or multi-site teams
- Keen ability to implement and grow a geographically diverse fundraising program
- Ability to work in-person at MHC's San Francisco office and travel to regional offices in Los Angeles and Sacramento.

### Desired Qualifications:

- Fundraising leadership experience in housing or human services organizations
- CFRE or other advanced fundraising certification

### Compensation

The expected base salary for this position is \$190,000-\$230,000, commensurate with experience. All employees at Mercy Housing California are also eligible for a generous comprehensive benefits package including PTO and paid holidays; medical, dental and vision insurance; 403(b) retirement plans; Employee Assistance Program; and many more.

## Equal Opportunity Employer

Mercy Housing is an equal opportunity employer and seeks to employ and assign the best qualified personnel in a manner that does not discriminate based on race, color, religion, gender, marital status, age, national origin, physical or mental disability, sexual orientation, veteran/reserve and National Guard status, or any other status or characteristic protected by law.

Mercy Housing is a fair chance employer; while background checks are conducted for all positions, qualified applicants with arrest and conviction records will be considered.

## Application Process

Benefactor Group is pleased to be assisting Mercy Housing 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 submit an application at this link: <https://bit.ly/MHC-VPphilanthropyApp>.

To learn more about Mercy Housing, please visit <https://www.mercyhousing.org/>.

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

**Benefactor Group Recruitment Team**

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

<http://www.benefactorgroup.com>





450 South Front Street, Columbus, OH 43215

1-614-437-3000

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

[www.benefactorgroup.com](http://www.benefactorgroup.com)



THE  
Giving  
Institute™  
Shared intelligence.  
For the greater good.



Giving  
USA™  
A public service initiative  
of The Giving Institute



NNSC  
NETWORK OF NONPROFIT  
SEARCH CONSULTANTS

WOMEN  
OWNED®  
CERTIFIED BY WOMEN'S BUSINESS ENTERPRISE  
NATIONAL COUNCIL