

POSITION PROFILE

**On behalf of our client,
Wallin Education Partners,
CohenTaylor Executive Search Services
is conducting a retained executive search for its**

Director of Development



WALLIN
EDUCATION PARTNERS



Overview

Wallin Education Partners (Wallin) is more than a scholarship. It is a proven college completion program that includes financial aid and comprehensive support for high-potential students with financial need.

With a 90% six-year graduation rate, compared to 64% nationally, Wallin is one of the most effective college completion programs in the country. The program seeks to address the systemic barriers students face and provides support that sets scholars up to rise. Wallin's model of financial aid and comprehensive individual advising accelerates economic mobility and fundamentally increases the odds of graduation and employment for underrepresented students.

Nationally, it is estimated that only 21% of low-income, first-generation college students who enroll at a four-year college successfully complete their degrees. Since 1992, Wallin has changed these odds for Minnesota students by partnering with high schools, donors, community organizations, and civic leaders to support more than 5,000 students on their college journeys. Wallin scholars begin their college journey, belong to a proven support system, and become graduates ready for their next step.

Working to promote equity in education is an essential component of the work of Wallin and is key to building a better future. Wallin focuses on creating equitable outcomes for every scholar and serves a diverse and expanding community including Black, Latinx, Indigenous, AAPI, and multi-racial scholars. Wallin is fully committed to doing its part to eliminate systemic racism; it does this in part by continuing to center its scholars, their experiences, their needs, and their journeys as Wallin builds a more equitable world.

2022 marked the thirtieth year of the organization, which was founded by Win Wallin, a former Pillsbury executive and CEO of Medtronic. Although a family foundation at its beginning, it became a separate 501(c)3 in 2010 and receives support from many corporate individual and foundation donors.

Wallin's program focused for many years on low-income students attending a four-year degree path, and most scholars are enrolled in four-year colleges in the upper Midwest as well as across the nation at HBCUs. In 2019, Wallin launched a new pathway for students interested in two-year degrees at community colleges in Minnesota. This program, called Opportunity Pathways, provides two-year scholarships, comprehensive advising support, and access to a system of partnerships helping scholars connect to internships and work opportunities.

For more information, visit Wallin's [website](#). View [PBS Newshour's feature on Wallin](#).

Wallin at a Glance

- Founded in 1992
- 90% 6-Year graduation rate
- 96% recent graduate employment rate
- 30% with no debt
- \$65M invested
- 1,500 current scholars
- 91% students of color (Class of 2022)
- 76% first generation college students (Class of 2022)
- Over 6,000 scholars served

Vision

We envision a future where all students have full access to college and career success, where every scholar can reach their full potential, and where our program helps build a more equitable society.

Mission

To ensure college and career success for high-potential students from low-income backgrounds, and through our efforts help build diverse, equitable and vibrant communities. We do this through a comprehensive model of financial aid and holistic support, and collaboration with our business, education, community, and philanthropic partners.

Core Values

Collaboration – Working together with our partners to achieve positive results.

Scholar Success – Prioritizing scholars' needs and interests in everything we do.

Equity – Addressing the systemic barriers our community and scholars face.

Innovation – Encouraging thoughtful, creative problem-solving as a team.

Trust – Honoring the trust placed in us by scholars and our community.

Program Areas

Wallin believes that systemic problems require holistic solutions. Its comprehensive support is designed to address both systemic barriers and individual needs so every scholar can rise.

Financial Aid

Wallin scholars receive financial aid spread across their time in school. The organization carefully leverages its funding to make sure scholars have what they need to succeed in college.

Individualized Advising

Wallin scholars are part of a proven support system. Students are connected with a full-time, professional advisor who addresses each student's unique needs and challenges.

Expanded Access

Wallin scholars receive access to career and community opportunities through an expansive network of partners, and Wallin leverages its relationships so scholars have a portfolio of opportunities to rise.

The Director of Development Opportunity

Wallin is seeking a Director of Development with a proactive and collaborative style to complement and extend the work of the Wallin Development Office with their current and prospective donor base.

The Director of Development will have an opportunity to bring innovative ideas to the table to holistically build out Wallin's existing funding base and further enable growth. In partnership with the Chief Advancement Officer and President/CEO, the Director of Development will support the work of Wallin through the development and implementation of a robust development plan. The Director of Development will be responsible for overseeing the solicitation of prospective donors for major gifts, scholarship gifts, planned gifts, and alumni giving, as well as corporate and foundation support.

In collaboration with the Chief Advancement Officer the Director of Development will also have operational accountability for creating a vision, building, and executing a plan for that vision, while co-leading the development team. The new leader will lead with a team-centric approach, grounded in authenticity and enthusiasm to represent Wallin in the community and with their donor base to increase public awareness and brand identity.

Reporting Relationships

Reporting to the Chief Advancement Officer, the Director of Development will manage a small but growing team of development, annual fund, and grant writing staff.



Key Accountabilities

Development Strategy & Fundraising

- In collaboration with the Chief Advancement Officer, develop and implement a comprehensive fundraising plan to support planned growth.
- Continue the buildout of the Wallin major gifts program, including identification, cultivation, and solicitation of major donors.
- Continue the design, development, and launch of a robust planned giving program.
- Identify and cultivate prospective individuals, foundation, and corporate donors and take steps necessary to secure and maintain their financial support.
- Oversee the organization's grant proposal process.
- Ensure timely reports to foundations and corporate and individual donors.
- Identify public speaking opportunities and represent Wallin at small and large events to increase awareness of the program.

Relationship Management

- Work closely with the Chief Advancement Officer and Wallin President/CEO to deepen current donor partner relationships.
- Develop, update, and implement a strategic donor partner communications plan.
- Oversee the planning and execution of events for donors and scholars.
- Oversee donor pledge process and coordinate the invoicing process with the Chief Financial Officer.
- Develop and conduct donor engagement surveys.

Development Operations & Administration

- Develop regular revenue reports for leadership and the Strategic Marketing and Development Committee of the Board.
- Oversee management of donor and alumni database to support fundraising efforts, reports and other data requirements. Ensure accuracy and integrity of information database.
- Manage accurate gift processing and gift acknowledgment in coordination with Development Associate.
- Participate in budget planning, including providing revenue projections and reports.

People Leadership & Staff Development

- Co-lead, manage and coach the development team in alignment with the goals of Wallin.
- Commit to further fostering a culture that values diversity, equity, and inclusion.
- Lead with confidence and inspire high performance and continuous improvement in Wallin fundraising efforts.





The Ideal Candidate

The Director of Development will be a collaborative and hands-on development professional with proven success supporting the growth of an organization through robust fundraising efforts.

While no one candidate will have all of the criteria enumerated below, the ideal candidate will possess many of the following abilities, attributes, and experience:

- **An experienced development professional** with an expansive fundraising toolkit and an ability to infuse strategic thinking across all channels of fund development including individual major giving, scholarship gifts, planned gifts, alumni giving, foundation, and corporate giving.
- **A highly relational and authentic fundraising professional** with the ability to engage with a broad range of stakeholder groups.
- **A leader with a highly operational and systems-mindset** who is experienced with proactive high-level donor prospecting and can assist in building out the structure to support longer term goals.
- **Experience contributing to and/or developing a fundraising model** that produces exceptional mission impact and sustained financial health.
- **A team-oriented leader of staff** with a coaching/training mindset who encourages learning to help foster the growth and development of the team, lifts others up, and leads with a collaborative approach.
- **Strong decision-making and problem-solving skills with the ability to see things from a strategic perspective** yet operate in a hands-on capacity.
- **Experience building and/or contributing to a diverse and inclusive workplace** that draws on the strengths of all employees by cultivating diversity of thought to drive innovation and improve decision-making.
- **A passion for the Wallin mission** and first-generation college student success.
- **A demonstrated commitment to Diversity, Equity, and Inclusion.**

Qualifications of an Ideal Candidate

- Bachelor's degree required.
- Minimum of seven years of experience with a proven track record with major gifts solicitation, and corporate and foundation giving.
- Knowledge of donor development trends and practices.
- Familiarity with donor data management tools.
- Excellent organizational and communication skills, including public speaking.

Compensation

Total compensation for this role will be in the range of \$98,000 to \$122,500, commensurate with experience and qualifications.

Wallin has exclusively retained
CohenTaylor Executive Search Services
to help conduct this search.

For more information, or to submit your resume
and application, please email:
wallin@cohentaylor.com.

Applications will be accepted and reviewed on a
rolling basis. All inquiries will remain confidential.

Wallin Education Partners is an Equal Opportunity Employer and is committed to providing a work environment that is free from harassment and discrimination. Wallin Education Partners provides equal opportunity to all applicants for employment in accordance with all applicable federal, state, and local laws and will not refuse to hire any qualified individual, or otherwise discriminate against any individual by reason of an individual's race (including hair texture and hairstyles), color, religious creed, sex, national origin, ancestry, citizenship status, pregnancy, childbirth, (or related medical conditions, including, but not limited to lactation), physical disability, mental and/or intellectual disability, age, military status or status as a Vietnam-era or special disabled veteran, marital status, registered domestic partner or civil union status, gender (including sex stereotyping and gender identity or expression), medical condition (including, but not limited to, cancer related or HIV/AIDS related), genetic information, or sexual orientation, or any other characteristic protected by law.