boyden

Executive Profile

Vice President of Development and Communications



Boyden Executive Search Contact

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Position Summary

One Family is seeking a dynamic, strategic, and results-driven Vice President of Development and Communications to lead the next chapter of its philanthropic growth. This is a unique opportunity for an accomplished development executive to build upon a strong foundation of support while expanding the organization's reach, visibility, and long-term financial sustainability.

With a proven model of impact and a compelling mission to prevent homelessness and break the cycle of family poverty, One Family is poised to strengthen its philanthropic presence throughout Massachusetts. The next Vice President will play a pivotal role in translating the organization's programmatic success into a compelling case for philanthropic investment, cultivating new funding partnerships, and building a more diversified and sustainable revenue model.

Reporting to the Executive Director and serving as a key member of the executive leadership team, the Vice President will provide strategic direction and oversight for all fundraising, marketing, and communications efforts. This leader will partner closely with the Board of Directors to strengthen its culture of philanthropy, activate board networks, and expand the organization's pipeline of prospective donors and partners.

One Family enters this next chapter with a $2.7 million FY2027 operating budget and a $1.7 million philanthropic revenue target. The Vice President will have the opportunity to shape a multi-year growth strategy, strengthen development infrastructure, and provide leadership to the organization's development and communications functions.

Position Responsibilities

Executive Leadership & Philanthropic Strategy

- Serve as a strategic partner to the Executive Director, executive leadership team, and Board of Directors in advancing One Family's long-term vision, financial sustainability, and organizational growth.

- Design and execute a comprehensive, multi-year development strategy focused on revenue diversification, donor acquisition, and sustainable philanthropic growth.
- Identify opportunities to expand One Family's philanthropic reach, strengthen its market position, and increase investment in its programs and mission.
- Provide strategic counsel and recommendations grounded in fundraising data, market opportunities, and organizational priorities.

Revenue Growth & Donor Engagement

- Lead all philanthropic revenue-generating activities, including individual giving, major gifts, corporate partnerships, foundation relations, and special events.
- Personally cultivate, solicit, and steward major donors and institutional partners, including securing six and seven figure gifts.
- Build and manage a robust pipeline of new prospective donors and funders, expanding One Family's reach beyond its established philanthropic relationships.
- Strengthen donor engagement and stewardship strategies to increase retention, renewals, and long-term investment.
- Develop compelling cases for support that connect One Family's measurable impact to meaningful philanthropic investment opportunities.

Board Partnership & Philanthropic Pipeline Development

- Partner closely with the Board Chair, Development Committee, and Executive Director to strengthen the board's engagement in fundraising and philanthropic strategy.
- Work individually with board members to identify and leverage their professional networks, relationships, and spheres of influence to expand the prospective donor pipeline.
- Equip and coach board members to serve as effective ambassadors, connectors, cultivators, and philanthropic partners.
- Establish clear fundraising engagement opportunities, shared goals, and accountability measures that leverage board members' individual strengths, interests, and networks.
- Provide strategic leadership to the Development Committee, helping translate board relationships and opportunities into measurable fundraising results.

Marketing, Communications & Organizational Visibility

- Provide strategic leadership and oversight of One Family's marketing and communications functions, ensuring alignment with fundraising priorities and organizational goals.
- Develop and guide strategies to elevate One Family's brand awareness, visibility, and recognition among prospective donors, corporate partners, and philanthropic leaders.

- Strengthen the organization's case for support, donor communications, and impact storytelling to communicate the value and outcomes of philanthropic investment.
- Champion authentic, ethical storytelling that honors the lived experiences and accomplishments of One Family's scholars and families.
- Serve as a visible external ambassador for One Family, building relationships and generating enthusiasm for its mission across Greater Boston's philanthropic and business communities.

Development Operations & Team Leadership

- Lead, mentor, and develop a three-person development and communications team, fostering a culture of collaboration, accountability, innovation, and continuous improvement.
- Establish clear performance expectations, measurable fundraising goals, and systems for tracking progress and results.
- Strengthen development infrastructure, including donor pipeline management, CRM utilization, revenue forecasting, reporting, and stewardship processes.
- Use data and performance metrics to inform strategic decisions, prioritize resources, and provide transparent reporting to executive leadership and the board.
- Collaborate across programs, policy, and operations to ensure fundraising and communications strategies reflect organizational priorities and impact.

Qualifications and Expectations

One Family welcomes candidates with diverse professional backgrounds and leadership experience. The ideal candidate will bring a combination of demonstrated fundraising success, strategic vision, executive presence, and a genuine commitment to One Family's mission.

Successful candidates will demonstrate:

- 7–10 years of progressively responsible experience in nonprofit fundraising and development, including demonstrated success leading comprehensive fundraising strategies and driving philanthropic revenue growth.
- A demonstrated and quantifiable track record of growing philanthropic revenue, diversifying funding sources, and personally securing major gifts of six and seven figures.
- Proven ability to build and expand individual major donor pipelines, cultivate high-net-worth individuals, and establish meaningful corporate and foundation partnerships.
- Experience partnering with boards of directors and development committees to strengthen fundraising engagement, activate professional networks, and cultivate prospective donors.
- Demonstrated executive presence, sound judgment, and the ability to build credibility, influence stakeholders, and engage confidently with senior executives, board members, and major donors.

- Experience providing strategic oversight of marketing and communications, including brand positioning, donor messaging, and compelling cases for philanthropic support.
- Demonstrated ability to lead, coach, and develop staff while establishing accountability, strengthening fundraising operations, and building effective development infrastructure.
- Strong financial and analytical acumen, including experience with revenue forecasting, fundraising metrics, CRM systems (familiarity with Salesforce preferred), and performance reporting.
- An entrepreneurial and solutions-oriented mindset, with the ability to translate ambitious goals into focused, actionable strategies.
- Exceptional relationship-building, communication, and interpersonal skills, with the ability to engage diverse stakeholders and represent One Family externally.
- A collaborative, empathetic leadership approach and a deep commitment to advancing economic opportunity, housing stability, and family well-being.

Position Specification

This is a full-time, exempt position. We are seeking candidates in the Greater Boston area who will be able to meet with donors in Boston regularly. One Family has a hybrid remote work policy, which asks employees to work from their Downtown Boston office a minimum of one day per month. All local staff attend a monthly in-person team meeting.

Compensation:

The salary range for this position is $175,000–$200,000 annually. To ensure internal parity, salary is set according to an explicit compensation policy and in line with the current staff in the same job group.

Benefits:

One Family also offers a comprehensive benefits package to promote your professional growth and development, which includes:

- Medical, dental, and vision insurance, supplemented by a healthcare reimbursement account
- 403(b) retirement plan and employer contribution
- Paid time off
- Paid parental leave
- Flexible spending accounts (healthcare and dependent care)
- Life insurance and disability insurance
- Pre-tax commuter benefits

The full summary of benefits can be found here.

Equal Opportunity Statement

One Family, Inc. is an Equal Opportunity Employer, and we encourage applications from those with diverse backgrounds and lived experiences that reflect the populations we serve.

One Family provides equal employment opportunities to all employees and applicants for employment and prohibits discrimination and harassment of any type without regard to race, color, religion, age, sex, national origin, disability status, genetics, protected veteran status, sexual orientation, gender identity or expression, or any other characteristic protected by federal, state or local laws.

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About Boyden Global Executive Search

Established in 1946, Boyden pioneered the first organized approach to executive search. Boyden has a network of more than 350 professionals in over 75 offices in 45 countries. Worldwide, the Boyden culture is based on professionalism, integrity, high personal partner involvement, and a commitment to exceed client expectations.

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