

DSG | Koya

Feeding America
Vice President, Development
Chicago, Illinois



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About Feeding America

As the nation's largest nonprofit and domestic hunger-relief organization, Feeding America is at the forefront of the fight to end hunger. With an annual revenue of \$5.15 billion (2023), which includes 4.7 billion pounds of donated food, Feeding America engages our country and communities in the fight to end hunger on an unprecedented scale, serving as a catalyst at both the national and local levels, reaching every county in the United States. The work is not just about providing meals. On the journey to achieving its mission, Feeding America addresses barriers so everyone can thrive.

Specifically, Feeding America's strategy includes:

1. Improve neighbor access to and experience with the charitable food system
2. Enhance sourcing and sharing of neighbor-preferred food
3. Expand policy advocacy to increase access to resources and address the root causes of hunger
4. Increase holistic support available to neighbors in areas including health, economic mobility, and housing
5. Transform measurement and data through collective opportunities in data sharing and technology tools across the Feeding America network

A People-Centered Approach: Through it all, Feeding America keeps the neighbors it serves at the center of its vision of a hunger-free America. Feeding America is deeply committed to meeting the unique nutritional and health needs of individuals and their communities by leveraging an approach that is people-centered, responsive, and adaptive.

The Network: The organization is a nationwide network of over 200 food banks, regional cooperatives, and partner state associations which distribute food through 60,000 partner food pantries and meals programs. Together, the Feeding America network provides more than 5 billion meals to tens of millions of people across the United States and supports programs that improve food security for the families they serve.

Rising Demand: In a country that wastes billions of pounds of food each year, it is shocking that almost anyone in America goes hungry. Yet, there are 44 million people who don't have enough to eat – that is 1 in 7 individuals, and 44 million too many. Each year, more than 13 million children (that is 1 in 5) and 5.5 million seniors struggle with hunger.

In 2020, the COVID crisis devastated individuals and families and food insecurity grew. The average increase in the number of clients reported by food banks grew by an astounding 60%. Since then – driven by record inflation, historically high food costs, reduced federal assistance, and other factors – demand has continued to grow. Through it all, Feeding America and its partners have continued the march to solve hunger, moving quickly and decisively to implement multi-prong strategies that include new systems, distribution, and supply chain, and leveraging and expanding partnerships.

Looking Ahead and the Critical Role of Development in Feeding America's Next Chapter:

Feeding America has set the aspiration for 2030 that people across the country have more pathways to sustained food and nutrition security; and neighbors facing hunger who engage the Feeding America network consistently benefit from practices that affirm dignity and fair access to nutritious, preferred food and experience improved health and well-being.

The Development team will play a fundamental role in enabling Feeding America to fulfill its mission and deliver its strategic outcomes.

Review Feeding America's 2024 Annual Report, [here](#). For more information, please visit Feeding America's website: <http://www.feedingamerica.org>.

The Opportunity

At this moment of rising need and extraordinary potential, Feeding America is seeking a strategic, visionary, collaborative, and dynamic leader to serve as the Vice President, Development (Vice President). This role represents a uniquely meaningful opportunity to join an organization positively impacting tens of millions of people each year.

Reporting to the Chief Development Officer, the Vice President is a member of the Development Department Leadership Team and oversees a team of 16, with four direct reports, including the Senior Director, Development; Director, Planned Giving; Director, Strategic Gifts; and Director, Donor Stewardship.

The Vice President has primary responsibility for leading Feeding America's individual Strategic Gifts program, including principal, major, annual major (high touch, mid-level) and planned giving donors and prospects and donor strategy and engagement efforts across Development, representing a ~\$50 million portfolio.

The Vice President leads and directs strategy and activities of the Strategic Gifts Team and partners closely with the Chief Development Officer for resource development strategy across the enterprise. This leader conceptualizes, guides, and delivers mission-based engagements for Feeding America's high-capacity individual donors and prospects. Additionally, the Vice President works to ensure the team is delivering against the organizational Strategic Vision and is an active member of the Department leadership team along with Vice Presidents from Corporate & Foundations Relations and Philanthropy Operations.

This leader builds the Feeding America National Office's (FANO) individual donor pipeline by ensuring that appropriate donor identification, qualification, cultivation, solicitation, and stewardship activities are aligned and executed for donors to consider renewed, increased, and new investments in Feeding America's mission and works collaboratively across the organization and the network while centering the needs of people facing hunger.

Key responsibilities of the Vice President include:

- Help develop, direct, and execute comprehensive organizational fundraising strategies that enable Feeding America to fulfill its mission and deliver its strategic outcomes. Help lead the broader Development team as an active member of the Development Department Leadership Team (DLT).

- Set and oversee the implementation of the annual operating plan for the Strategic Gifts and Donor Engagement team; develop and manage the annual Strategic Gifts and Donor Engagement revenue and expense budgets.
- Lead donor engagement strategy for highest ROI low, medium and high-touch efforts such as webinars, convenings, salon dinners and more.
- Lead some enterprise strategic projects that span across various disciplines including Strategic Gifts but likely to include additional teams across the organization.
- Supervise, train, and coach Strategic Gifts and Donor Engagement staff, including an estimated 4 direct reports and a team of 16 to meet the annual Strategic Gifts fundraising goal.
- Partner with Philanthropy Operations leadership to ensure strong portfolio management and establish and track key performance indicators, analytics and external fundraising trends.
- Build relationships with network member food bank leaders to advance fundraising and create collaboration between national and local giving.
- Develop moves management and communication strategies that deepen relationships and increase giving from Strategic Gifts donors.
- Manage a portfolio of relationships with 10-20 principal individual donors and prospects (\$150,000+/year donors), including highest capacity new donor/prospect relationships.
- Oversee Feeding America's planned giving program including marketing and frontline fundraising strategies to drive significant growth in both planned giving revenue and long-term expected planned giving revenue.
- Develop strategies with the CEO, CDO, ET (Executive team), senior staff, and board to engage Strategic Gifts donors.
- Participate in regular relationship management meetings with the CDO. Work collaboratively to ensure management of the Strategic Gifts pipeline and consistency in messaging and coordination of fundraising asks among all philanthropy streams.
- Help develop, lead, and guide stewardship efforts such as individual donor giving societies, affinity groups and recognition programs.
- Represent Development team in internal and external meetings; prepare and deliver presentations to a variety of audiences.

Candidate Profile

While it is understood that no candidate will offer every desired skill, quality, and characteristic, the following offers a detailed, aspirational view of the ideal candidate profile:

An Expert in Fundraising and Development

- Brings strong knowledge of fundraising best practices, including principal, major, annual, and planned giving programs, as well as campaigns
- Has demonstrated success in principal gifts fundraising; campaign leadership experience is preferred
- Skilled at developing comprehensive donor strategies, including cultivation, solicitation, and stewardship
- Understands how to engage and inspire diverse funders and build long-term, values-aligned relationships

Highly Strategic, Results Oriented, and Leads with Accountability

- A visionary thinker who can effectively navigate periods of change and translate high-level strategy into effective, actionable plans
- Motivated by possibility; a self-starter who drives ambitious goals forward with discipline and focus
- Anchors decisions and actions in Feeding America's values, even in moments of complexity or pressure
- Uses data, experience, and enterprise insight to make informed decisions—and actively owns and communicates them
- Fosters innovation and adaptability by creating space to experiment, learn from mistakes, and course correct
- Takes personal accountability for results, demonstrates a learning mindset, self-awareness, self-monitoring, and self-regulation.

An Inspirational and Collaborative Leader

- Builds, develops, and retains high-performing, mission-aligned teams, and fosters a culture of accountability
- Brings exceptional interpersonal skills and ability to work collaboratively across all levels of staff, the network, volunteers, donors, and prospective donors
- Communicates with authenticity and clarity, inspiring connection to mission and shared purpose
- Prioritizes people, providing timely, constructive feedback and supporting continuous growth
- Creates inclusive, healthy environments where staff feel supported, valued, and energized by the work

A Commitment to the Mission and Values of Feeding America

- Lives into Feeding America's values, centering neighbors and embracing a network-first mindset
- Champions enterprise decision-making and aligns team goals and resources accordingly
- Maintains a balanced focus on short- and long-term goals while holding firm to mission and values
- Embeds equity in actions and decisions, proactively addressing disparities and centering those most impacted
- Invests in their own personal learning journey—deepening understanding of equity, power, and inclusion to support an environment where all can thrive

Location & Travel

The successful candidate must be based in or willing to relocate to Chicago, Illinois, and will be expected to be in the Feeding America office 2-3 days per week.

Additionally, the successful candidate will be willing and able to do a moderate amount of domestic travel (~20-30%).

Compensation and Benefits

The salary range for the Vice President, Development is \$216,000 - \$248,000 and will be based on the successful candidate's skills and experience. In addition, there is a target bonus of 10%.

This is a permanent, full-time, exempt position and is eligible for Feeding America's comprehensive benefit package.

Contact

DSG | Koya has been exclusively retained for this engagement, which is being led by Cheryl Stevens, Claire Hunt, and Maleka Pensky. Express interest in this role by [filling out our Talent Profile](#) or emailing the search team directly at feedingamerica_vp_development@koyapartners.com. All inquiries and discussions are strictly confidential.

DSG | Koya is committed to providing reasonable accommodation to individuals living with disabilities. If you are a qualified individual living with a disability and need assistance expressing interest online, please email NonprofitSearchOps@divsearch.com. If you are selected for an interview, you will receive additional information regarding how to request an accommodation for the interview process.

Feeding America recognizes and values diversity. Our goal is to attract, develop, retain, and promote a talented diverse workforce where all employees feel a sense of belonging and contribute to a culture that values differences, ideas, and experiences. We intentionally seek out diverse perspectives and skills on our teams, knowing that it makes us stronger as an organization and better equipped to serve our neighbors in need. We encourage individuals from historically under-represented communities and individuals with lived experience of hunger to apply.

About DSG | Koya

DSG | Koya, a DSG Global company, is the nation's premier search firm dedicated to mission-driven leadership. Since its founding in 2004, DSG | Koya has had an exclusive focus on mission-driven clients and was founded on the belief that the right leader can transform an organization and have a deep and measurable impact on our world. DSG | Koya works with nonprofits & NGOs, responsible businesses, and social enterprises in local communities and around the world.

DSG Global is consistently recognized by Forbes on its top 10 list of "America's Best Executive Recruiting Firms" and is an industry leader in recruiting transformational leaders for a changing world. The firm is deliberately different in its approach, with best-in-class teams who have decades of experience in cultivating inclusive leaders, understanding the dimensions of diversity, and building equitable teams.

Learn more about DSG | Koya via the [firm's website](#).