



Development Director Opportunity Guide



shalvacares.org

About SHALVA

Founded in 1986, SHALVA is the oldest independent Jewish domestic abuse agency in the United States. An independent Illinois nonprofit (501c3), SHALVA provides confidential counseling, supportive services, referrals, and community education to help break the cycle of domestic abuse and promote safety, dignity, and healing for anyone in need. All SHALVA therapists are Illinois-Certified Domestic Violence Professionals and Certified Clinical Trauma Professionals, delivering high-quality, trauma-informed care.

SHALVA's mission is to offer culturally competent support while serving a diverse community. It recognizes that domestic abuse can impact anyone, regardless of gender identity, age, race, religion, sexual orientation, or socioeconomic background. Rooted in Jewish values such as peace at home, kindness, responsibility, and respect, SHALVA is committed to creating safe, supportive spaces where individuals can regain their sense of self, autonomy, and well-being. SHALVA is conveniently located for Chicago and suburban participants in a confidential location. Most clients are from Chicago suburbs and the Near North area of the city and are served through information, crisis assistance, and referrals. While SHALVA's expertise and longstanding commitment remain rooted in serving the Jewish community of greater Chicagoland, they provide services to anyone 18 years or older, regardless of religion, gender, sexual orientation, or background.

In addition to direct services, SHALVA works toward lasting social change through community education and outreach aimed at increasing awareness, prevention, and healthy relationships. Guided by the belief that domestic abuse is a community issue and that everyone has the right to feel safe in their intimate partner relationships, SHALVA partners with communities to foster understanding, accountability, and hope.

SHALVA hired [Marlene Copeland](#) in 2023 after a longtime leader had retired. A key imperative in hiring Marlene was to increase SHALVA's outreach to all parts of the broader community (Jewish and secular) and increase the engagement of 18 to 35-year-old stakeholders, as well as to educate and support those affected by domestic abuse, including first responders, the legal community, rabbinic leaders, and many others. The diversity of the team (staff and Board), the culture of employee engagement, and the visibility of SHALVA have evolved significantly in the past few years.

As a partner agency with the Jewish United Fund in serving the Metropolitan Chicago area, SHALVA receives approximately 5% annually through the community funding schedule. This critical support is part of the overall 2026 budget of \$2.3M, the majority of which comes through philanthropy (direct donations and events) as well as grants. The team of 17 employees truly delivers amazing service in a small, but mighty, way.



1 in 3 women and **1 in 4** men
will experience some kind of intimate
partner abuse in their lifetime. The group
at greatest risk is women aged 18–24

The Opportunity: Development Director

The Development Director at SHALVA is a primary strategic force fueling the mission expansion. Reporting directly to the Executive Director, the Director will serve as a high-impact partner, empowered with creative freedom to design and execute a comprehensive annual development plan that meets the demands of an organization constantly evolving to meet the needs of survivors and our community. This is a rare opportunity to step into a leadership role where the impact directly translates into the resources that sustain and scale vital services to survivors of violence.

In this mission-driven environment, the Development Director will have a seat at the leadership table, working hand-in-hand with the Executive Director and Board of Directors to shape the broader future of the organization. SHALVA is looking for an experienced fundraiser, someone who thrives on building deep community roots and possesses a proven ability to deepen and broaden a culture of philanthropy. The focus will be the annual campaign, inclusive of annual giving, major gifts, foundation grants, and high-energy special events. For a strong communicator with a sophisticated understanding of the Chicago Jewish and philanthropic community, this role offers the chance to lead a development function in a growing organization.



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Performance Objectives

Fundraising Strategy and Revenue Generation

- Develop and execute a comprehensive annual development plan and departmental budget to meet or exceed revenue goals across individual giving, major gifts, foundations, corporate partnerships, and special events.
- Lead all fundraising campaigns, events, and appeals, ensuring alignment with organizational goals and donor interests.
- Partner with the Executive Director and Board to identify, cultivate, solicit, and steward prospective and current donors.
- Oversee grant strategy, including prospect research, proposal development, and timely reporting in collaboration with program staff.
- Identify and pursue new and diversified revenue opportunities to strengthen long-term financial sustainability.

Leadership, Operations, and Systems Management

- Mentor, supervise, and support the Assistant Director of Development and assigned volunteers, fostering a collaborative, high-performing development function.
- Ensure accurate donor records, reporting, and data integrity through effective use of the fundraising database and related systems.
- Manage multiple projects and deadlines with strong organizational discipline, attention to detail, and accountability.
- Collaborate cross-functionally with internal staff to ensure development efforts are integrated with programmatic and organizational priorities.
- Demonstrate adaptability, openness to new tools and technology, and continuous improvement in fundraising processes and productivity.

Donor, Board, and Community Engagement

- Cultivate and steward strong relationships with major donors, with particular emphasis on engagement within the Jewish community through in-person and virtual meetings.
- Provide professional leadership and support to development committees, working collaboratively with lay leaders to achieve fundraising and engagement goals.
- Collaborate with marketing and communications staff to develop compelling donor communications and storytelling that inspire giving and deepen donor connection to mission.
- Maintain effective, timely, and professional communication with Board members regarding fundraising progress, priorities, and opportunities for engagement.
- Represent SHALVA positively and professionally within the community to enhance organizational visibility and donor confidence.



The Qualified Candidate

SHALVA is seeking a growth-oriented leader with a proven track record of driving revenue growth through a diverse fundraising portfolio. They will be responsible for creating and executing a comprehensive annual development plan and departmental budget. Additionally, ensuring all financial goals are met through individual giving, major gifts, foundation support, corporate partnerships, and high-impact events is central to this role. As a key partner to the Executive Director and the Board of Directors, they will identify, engage, and solicit prospective donors, while providing professional leadership to committees and collaborating with lay leadership to achieve organizational milestones.

Critical to this role is the ability to cultivate and steward meaningful relationships with major donors, with a specific emphasis on engaging the Jewish community through both personal and virtual outreach. The Director should be eager to mentor, and capable of supervising the Assistant Director of Development and Development Associate, while also maintaining a collaborative spirit with the entire SHALVA staff team. The Development Director's oversight will extend to the management of grant strategies and reporting, as well as ensuring the absolute integrity of donor records within the agency's database.



Specific Requirements Include:

- Passion for SHALVA's mission and serving those impacted by domestic violence.
- Demonstrated success across integrated fundraising streams, including a comprehensive background in donor cultivation, solicitation, and stewardship.
- A proven ability to lead and inspire, providing the dedicated mentorship and professional guidance necessary to cultivate high-performing development professionals.
- Excellent interpersonal and communication skills, with demonstrated ability to develop collaborative relationships with internal and external colleagues and stakeholders.
- Strong attention to detail, able to organize, prioritize, and execute responsibilities while managing simultaneous priorities.
- Experience with donor databases and CRMs (e.g., DonorPerfect or comparable systems), including managing donor records, supporting fundraising operations, and ensuring accurate data tracking and reporting.
- Familiarity with the Jewish calendar and lifecycle, as well as Chicagoland Jewish community; however, one does not need to be Jewish to be in the role.
- 7+ years' experience in fundraising/philanthropy or a closely related field
- Bachelor's degree required, CFRE Certification a plus.

Don't check off every box in the requirements listed above? Please consider applying anyway! Studies have shown that underrepresented communities, such as women, people of color, LGBTQ, people with disabilities, and immigrants, are less likely to apply for jobs unless they meet every single qualification. SHALVA is dedicated to building an inclusive, diverse, equitable, and accessible workplace that fosters a sense of belonging. If you are excited about this role but your experience doesn't align perfectly with every qualification in the job description, we encourage you to consider still applying.

How To Apply

SHALVA is committed to equal employment opportunity for all qualified job candidates and employees and to maintaining a workplace free of discrimination and harassment on the basis of race, religion, color, gender (including gender identity, change of sex, and transgender status), sexual orientation, age, disability, pregnancy, childbirth, common conditions or limitations related to pregnancy or childbirth, national origin, ancestry, ethnicity, marital status, military or veteran status, genetic information, 6 reproductive healthcare or gender-affirming care decisions, or any other characteristic protected by applicable law (each, a "Protected Characteristic"). SHALVA expressly prohibits any form of unlawful employee harassment or discrimination based on any of the characteristics mentioned above, and interference with the ability of other employees to perform their expected duties is not tolerated.

The compensation for this position was recently benchmarked by SHALVA and KEES, and it falls within the fair market range related to total and contributed revenue. The total compensation package includes a benefits package including (but not limited to) health insurance, 401(k) plan with employer match, PTO, and more. The salary for this role is + / - \$130,000.

[APPLY HERE](#)

To ensure confidential tracking of all applicants, no applications will be accepted via email. ALL INQUIRIES WILL BE HELD IN STRICT CONFIDENCE.

All candidate-submitted materials and credentials will be reviewed for consistency and accuracy. Candidates can expect that KEES will verify employment/academic/background information both during the screening process and for the finalist(s) through a formal background check. KEES utilizes a 4-step screening process, the first of which is the formal Candidate Application. Applications are reviewed by the KEES team and advanced through various stages of inquiry and confirmation. Applications with specific cover letters will be given priority consideration, on a rolling basis, by March 13. All applicants will be notified of the outcome of the search. Based on the timing of your specific application, you are welcome to reach out for information on the timeline.

This search is being managed by Heather Eddy, President and CEO, and Haley Becerril, Project Manager of KEES. Questions may be addressed to hbecerril@kees2success.com.

About KEES

KEES (formerly Alford Executive Search) is a certified woman-owned nonprofit executive search firm dedicated to creating diverse teams with dynamic leadership in the nonprofit and public sectors. We offer a comprehensive range of services, including executive search, leadership development, compensation analysis, interim staffing, and HR support.

Launched in 2013, based on decades of prior work by the Founders, KEES is a leader and noted pioneer in DEIB-focused executive search and culture building. KEES is noted for bringing dynamic and under-radar candidates to the table, regularly placing industry veterans and first-time leaders alike. Recognized for two years in a row on the Hunt Scanlon Nonprofit Top 65, KEES leaders are sought-after experts in search, leadership development, and often first-time roles. To learn more, visit us at www.kees2success.com.