

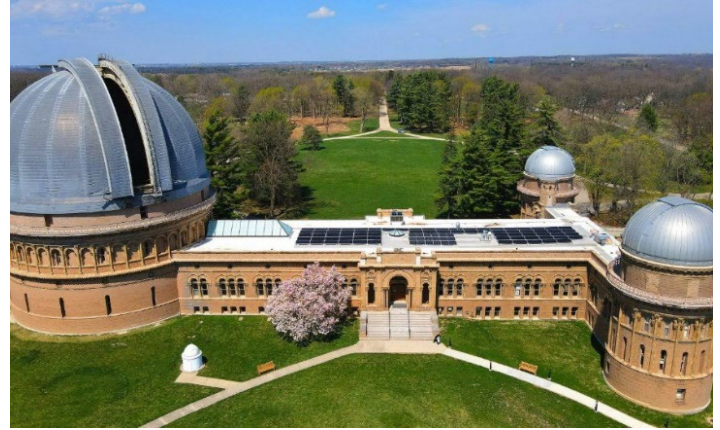
YERKES FUTURE FOUNDATION POSITION GUIDE

Director of Development

ABOUT YERKES

Yerkes Observatory is known globally as the birthplace of modern astrophysics and remains a landmark in the history of science. Since 1897, the Observatory has welcomed world-renowned astronomers, astronauts, Nobel Prize winners, scientists, and educators. Located on Geneva Lake in Williams Bay, Wisconsin, the Observatory was founded and operated by the University of Chicago for 125 years.

In 2020, the **Yerkes Future Foundation (YFF)** assumed long-term stewardship for preserving and expanding the Observatory. The community-based foundation hired a director and the first few staff and launched a \$25M campaign to restore the observatory and fifty acres of historic Olmsted-designed grounds. The campaign has already raised \$19M, primarily from major local donors, with the goal recently extended to \$40M.



The goal of the Foundation is to transform the observatory and its grounds into a unique public pilgrimage site for astronomy and discovery. From ongoing astronomical research to sci-fi film festivals, four newly-built miles of walking trails to the first commissioned outdoor sculpture, public talks by science luminaries and cultural influencers to school programs and nighttime star parties—Yerkes will cross-pollinate science, ecology, culture and curiosity in order to become a national leader in growing the public’s understanding of—and engagement with—science. Yerkes has already hosted talks, programs or residencies with Grammy-winning musicians and composers [Eighth Blackbird](#), Brooklyn-based artist [Ashley Zelinskie](#), former US Poet Laureate [Tracy K Smith](#), astronomer and public educator [Dean Regas](#), and former Senior Scientist of the James Webb Space Telescope and Nobel prizewinner Dr. [John Mather](#).

Major restoration work has been ongoing and will continue for many years ahead. Since the observatory re-opened to the public in summer 2022 for tours and programs, more than 45,000 ticketed visitors have taken tours or attended events, with tens of thousands more enjoying the open-access landscape.

Scientific Legacy of Yerkes

Founded by legendary astronomer George Ellery Hale in 1892, renowned astronomers and scientists who have walked the observatory’s halls include Edwin Hubble, Mary Calvert, Otto Struve, Gerard Kuiper, Carl Sagan, NASA's first Chief of Astronomy Nancy Grace Roman, and Nobel prize-winners Albert Einstein and Subrahmanyan Chandrasekhar.

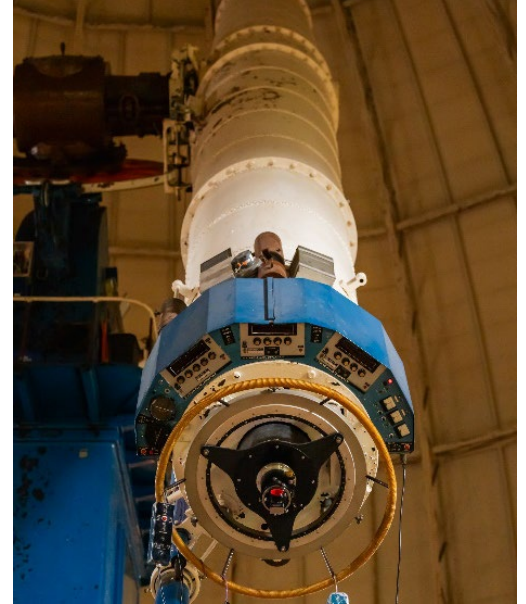
Yerkes houses two modern robotic telescopes still actively used for research in addition to the “Great Refractor” (once the world’s largest telescope, and still the world’s largest refracting telescope), a historic library, and a glass-plate library of 180,000 astronomic images, among the largest in the world and still valuable for research.

KEY FACTS

- YFF has grown from 1 to 13 FT employees since 2020
- 15-member Board of Directors
- \$3 million operating budget
- \$2M - \$3M annual fundraising goal for FY24



Yerkes Observatory has a 125-year history of leading science, research, and astrophysics engineering initiatives that have transcended generations and been cited in international scientific literature more than 10,000 times. The shape of the Milky Way was first described at Yerkes, some of the earliest maps of the moon were created there, countless comets and objects were discovered and named there, sunspots were discovered to be magnetic there, and the adaptive optics used in all modern telescopes were invented as a side-project that arose from Reagan-era research at Yerkes for the “star wars” national defense program.



In its current iteration, Yerkes is engaged in a strategic planning process to define its future science program and role in advancing the field of astronomy, while also taking a forward-focused approach to highlighting stories and engaging in advancing diversity within the sciences—particularly around gender, culture, and neurodiversity. Additionally, on property adjacent to Yerkes, a supporter of the Observatory has commissioned world-renowned architect Jeanne Gang to build a new Women’s Leadership Center that focuses on advancing women’s leadership in business and other realms—including science and space—with which we plan to collaborate.

Learn more about Yerkes Observatory and Yerkes Future Foundation [here](#).

About the Area

Located a 1-1.5 hour drive from Chicago, Milwaukee, and Madison, Yerkes Observatory is located in the small town of Williams Bay, overlooking Geneva Lake. The area around the lake grew rapidly after the Great Chicago Fire when that city’s “first families” decamped to their summer homes for several years while the city was rebuilt. Surrounded by several small communities (Lake Geneva, Williams Bay, Fontana) the area has high-quality public schools, easy access to major metro areas and airports, and reasonable living costs.

THE POSITION



As the inaugural Director of Development, this position will build on the tremendous fundraising success achieved by the leadership, Board of Directors, and surrounding generous community, formalizing a comprehensive development program. The observatory invested a year of work with fundraising consultants at Campbell & Company and staff to create the baseline systems required to scale up the development efforts of the organization, including setting up the CRM and populating it with high-quality data and growing staff capabilities. The Director of Development reports directly to the Executive Director and will work closely with the Deputy Director & Head of Science and Education to help develop and tell the story of the many facets of the observatory’s mission and potential. This position is responsible for the strategic direction, development, organization, expansion, and assessment of



all philanthropic avenues to increase financial support for the Yerkes Future Foundation. This Director of Development leads all aspects of the organization's fundraising plans including but not limited to: major gifts, annual giving, leading campaigns, corporate/foundation relations, governmental grants, sponsorships, planned giving, volunteers and special events.

The Director of Development is responsible for overall leadership and supervision of all development work. A successful Development leader will demonstrate entrepreneurial skills, be a great storyteller, is creative, adaptive, and relational and will be comfortable participating in the visioning and building of a new organization for which few models exist. This role currently oversees two positions, one direct report and one indirect report; depending on the experience of the selected candidate, it may oversee an additional position being created in 2024 to lead communications. This role requires an individual who is adept at making conversation and demonstrates ease and confidence in navigating relationships with donors and community members. This role also requires active participation with the team in hands-on work. It is not unusual at Yerkes to see the Director lighting an exhibit, the astrophysicist/deputy director picking up ice for an event, and staff at all levels engaging board members and donors. All employees are expected to center, model, and champion Yerkes Future Foundation's values.

MAJOR OBJECTIVES

Within the first 12 to 18 months, the Director of Development will achieve the following major objectives:

- Build strong, trusting relationships with the Executive Director, the leadership team, the Board, and key donors; establish a visible and dynamic presence as a leader throughout the surrounding community and with stakeholders in nearby metro areas, particularly Chicago.
- Manage, lead, and develop the team's skills to maximize philanthropic growth.
- Lead campaign strategy and work closely with Executive Director to ensure ambitious yet achievable goals are set and achieved.
- Strengthen Board philanthropic engagement by utilizing each member's unique skillset and seeking their support with fundraising and networking.
- Establish and launch a planned giving program, which given the organization's 125-year legacy is seen as having significant potential to advance endowment growth in the coming decade.

RESPONSIBILITIES

The Director of Development will have the following responsibilities:

Strategy & Leadership

- Partner with Executive Director to clearly define the Foundation's strategic philanthropic direction and vision.
- Participate as an effective member of the senior leadership team, including leadership in quality improvement activities and organization-wide meetings.
- Identify points of intersection across the organization and create a through-line for comprehensive, inspiring storytelling and external communications.
- Attend all Board of Directors meetings and present development reports, and with committee chairs organize and co-lead all Development and Campaign Committee meetings.



- Oversee the visioning and execution of the Foundation’s efforts to further increase its connection to relevant business, nonprofit, science-oriented, government, education, and philanthropic communities; foster these relationships to both increase revenue and enrich programming, offerings, and reputation.
- Represent Yerkes in the community and when interacting with individuals and organizations.

Development & Fundraising

- Establish and execute a comprehensive strategic development plan in collaboration with Executive Director, Board, and Development Committee to cultivate new donors and maximize the capacity of existing donors. Create clear short-term and long-term goals, objectives, and timelines.
- Obtain new revenue funds for the organization through the acquisition of gifts, donations, and by diversifying revenue streams. Maintain an active portfolio of major donors, including a mix of individuals, partners, and foundations.
- Build the profile and amplify the brand of the organization by acting as a liaison with donors, foundations, corporations, and the public.
- Advance the team’s understanding and use of data and analytics in all aspects of Development work to improve performance and gain key insights to achieve results.
- Establish a strong culture of philanthropy amongst Board members.
- Work closely with staff, Board members, and other volunteers to maximize the effectiveness of the Foundation’s special events to help develop, attract, and retain donors.
- Supervise business and financial affairs to ensure that funds are collected and expended to the best possible advantage and in accordance with any benefactors’ or grant makers’ restrictions and requirements.
- Develop and maintain annual development budgets; oversee all development related expenditures and establish methods of maintaining budget control.

Management

- Provide leadership to a team of development and support staff.
- Manage, coach, and mentor team members to achieve aspirational yet attainable goals and support them as they advance their career development.
- Build upon the strong team culture of excellence, stewardship, community, relationships, collaboration, and health and well-being at the core of all practices.
- Lead department meetings, provide on-going feedback, and complete performance evaluations.





QUALIFICATIONS

The ideal candidate will possess most of the following qualifications:

- At least five or more years of progressive leadership experience in development or advancement; experience leading major and planned giving, capital campaigns, and community relations preferred.
- Proven track record of building a development program or team, achieving revenue goals, major gift solicitation, and donor cultivation; thorough understanding of a diversified funding base including government grants.
- A genuine commitment to the mission, vision, and values of the Yerkes Future Foundation and a general interest in the work of the Observatory; experience in science or astronomy would be an advantage.
- Is entrepreneurial, strategic, collaborative, a strong storyteller, has strong relationship building capacities, as well as comfort navigating parameters that are both known and unknown.
- Demonstrated experience collaborating with and developing a passionate Board of Directors, each bringing unique skillsets and abilities.
- Demonstrated ability to prospect, cultivate, and manage new donors, while effectively stewarding and re-engaging the Foundation's existing donor base.
- Excellent financial analysis skills; ability to develop and manage both revenue and expense budgets.
- Comfort and expertise in leveraging metrics and data for reporting and goal-setting.
- Demonstrated success in building productive, collaborative, long-term relationships with senior leaders, staff, boards, volunteers, and donors; a flexible and creative work-style that prioritizes both relationships and evidence-based results.
- Persuasive writing and verbal skills, including public speaking and strong interpersonal skills.
- Well-developed sense of and/or appreciation of high-quality design and aesthetics.
- Ability and commitment to working with diverse groups of people.
- Comfort and familiarity with Development technology and donor database management software, ideally Virtuous.
- Willingness and ability to travel when needed.
- A bachelor's degree is required; an advanced degree is desirable.

CONNECT WITH YERKES OBSERVATORY

Learn more on these social media platforms:



And on their website: <https://yerkesobservatory.org/>

COMPENSATION AND BENEFITS

The salary range for this position is \$120-160,000 and is based on skills, qualifications, and experience. While this is a hybrid work environment, it is highly preferred that the Director of Development lives near enough to the Observatory that they are able to be a daily presence. The Yerkes Future Foundation offers an unusually robust suite of benefits for a small organization including: paid holidays and sick leave, retirement matching up to 6% of salary within the employer-sponsored 401k plan, 80% YFF-paid health insurance, fully-YFF paid dental, vision and disability



coverage, flexible spending accounts, and access to low-cost life insurance. The organization will provide relocation assistance as may be required for the right candidate.

APPLICATION

Yerkes Future Foundation has retained Campbell & Company to conduct this search. The team for this project includes Sarah Beraki, Vice President, and Alex Catuara, Senior Consultant, and Kris McFeely, Managing Director.

Yerkes Future Foundation has engaged Campbell & Company since 2022 for support in building a strong foundation for development work and systems. The new Director of Development will continue to receive consultation from, and work with, Campbell & Company for continuous growth and improvement of the development program.



SARAH BERAKI
Vice President



ALEX CATUARA
Senior Consultant



KRIS MCFEELY
Managing Director

APPLY NOW >

Use the button above or visit www.campbellcompany.com to learn more about this opportunity.

EQUAL EMPLOYMENT OPPORTUNITY

The Yerkes Future Foundation (YFF) subscribes both to the letter and the intent of all applicable laws and regulations regarding the hiring and promotion of employees. The Foundation recognizes that it must actively seek to attract and retain a diverse workforce, and that diversity in all dimensions is beneficial to furthering its mission.

The following is YFF's formalized Equal Employment Policy statement which has been approved and adopted by the Board of Trustees:

The Yerkes Future Foundation's overall goal for employee relations is founded on the principle of the respect for the status and rights of individuals. Therefore, the Observatory provides equal employment opportunity for all applicants and employees, regardless of their race color, religious creed, national origin, sex, sexual orientation, age, genetic information, ancestry, disability, veteran's status or any other characteristic.

If you need reasonable accommodation during our application, hiring, or onboarding processes, please contact Erin Cullen at ecullen@yerkesobservatory.org. Upon hire, all reasonable accommodation requests are handled by the Yerkes Observatory team.



Drawing on our deep expertise in environmental/conservation, human services, arts and culture, education, healthcare, and association/membership organizations, **Campbell & Company offers a high-touch, human-centered executive search experience for clients and candidates.** We recruit from our extensive national networks leveraging the relationships and reach of our entire firm, which for 47 years has partnered with organizations across the nonprofit sector to advance their missions and deepen their impact.

We are proud to be the executive search firm of choice for hundreds of nonprofit organizations. Campbell & Company has been listed four times as one of the country's **best executive search firms** by *Forbes* Magazine and named one of Women of Color in Fundraising and Philanthropy (WOC)'s **Top 10 search firms for placing extraordinary leaders of color** for two consecutive years. *Crain's* Chicago recently named us one of **Chicago's Best Places to Work**; *Seattle Business* Magazine also named us one of **Washington's Best Companies to Work For**.

As members of this employee-owned firm, everyone at Campbell & Company has a personal stake in the success of each client. Through our culture driven by **integrity, candor, rigor, partnership, inclusion, and creativity**, we empower every team member to innovate for the good of our clients.

Combining your mission and our passion, Campbell & Company **leverages our entire team** to be an effective and supportive partner before, during, and after complex leadership transitions. We are driven to place not just a capable candidate, but one who complements your existing culture, can **move your organization forward**, and will make a meaningful contribution to the nonprofit sector.

Visit us at campbellcompany.com and connect with us on LinkedIn, Twitter, Facebook, and Instagram.