

**Senior Director of Institutional Partnerships**  
**Jeremiah Program**  
[jeremiahprogram.org](http://jeremiahprogram.org)

*Send Nominations or Cover Letter and Resume to:*

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***The Opportunity:***

Jeremiah Program (JP) offers one of the nation's most successful strategies for disrupting the cycle of poverty for single mothers and their children, two generations at a time. Two-generation — or 2Gen — programs uniquely focus on the whole family and achieve long-term, sustainable results. The approach has been proven to achieve significant educational, health, and economic benefits for parents, children, and communities.

JP believes that the impacts of poverty and systemic racism can be disrupted through a two-generation (2Gen) approach — investing in the dreams and voices of women and the education of their children. JP programming unapologetically focuses on dismantling the proven institutional barriers that stand in the way to their success.

Over the past year, JP has undergone an organizational redesign to set a strong foundation for future growth and expansion. Out of this process came the development of a national Campus Support Team to provide leadership and support to JP's six different campuses and a new national development team. The incoming, inaugural Senior Director of Institutional Partnerships will be charged with developing and executing the national strategy for JP to deepen their relationships with existing funders and identify and establish relationships with new institutional funding partners.



## Overview

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JP provides life-changing experiences for moms and kids. Beginning with empowerment training, moms start to unravel the damaging narratives placed on low-income women, especially women of color and single moms, and reassert their role as experts in their own lives. After completing empowerment, JP's ongoing programming ensures that families have access to the resources every family needs to thrive: stable housing in JP's affordable housing units or through community housing partners, career-track education at a local post-secondary institution, high-quality early childhood education at JP's Child Development Centers or local partner schools, and a supportive community of peers and caring staff. The interplay of 2Gen supports creates the conditions for mothers and children to tap into their unique strengths — strengths that are obscured, not eliminated, by the stress of living in poverty.



JP partners with families headed by single mothers whose connections to the educational and economic resources needed to build family well-being have become frayed over time by economic, racial, and social marginalization. To qualify for our program, women must be single mothers whose child(ren) is younger than eight at the time of admission. They must be at least 18, have completed their high school diploma or GED, and meet income requirements. Jeremiah families experience multiple barriers to self-sufficiency. All participants are living below the poverty line when they apply. Some have experienced homelessness and/or domestic violence, and some

have been diagnosed with mental illness. Most come from families who have experienced multigenerational poverty, and many are first-generation college students.

## Five Pillars

Too often, solutions to address poverty among families focus on one intervention at a time without considering how family member's success is inextricably linked to one another. JP's two-generational approach to alleviating poverty emphasizes the need to support the educational experiences of both mothers and children, together. JP coordinates [five core pillars](#) of support for families:

**Safe and affordable housing:** Housing is the critical foundation that enables JP mothers and their young children to grow as families, succeed as students, and prepare for careers. JP partners with local community organizations to connect families to resources for quality housing.

**Support for career-track college education:** All JP moms are progressing towards a career-track degree or professional credential. A JP Family Coach partners with single moms throughout their student life cycle (admissions through post-graduation) to support them in achieving their post-secondary and career goals

through biweekly in-person or virtual coaching sessions. The JP Family Coach partners with moms as a trusted advisor, mentor, and sounding board. JP's coaching curriculum and cadence are rooted in research and best practices. Coaching sessions focus on a mother's strengths, her future, and her goals.

**Empowerment and life skills:** JP's signature empowerment class creates an experience for JP moms to reflect, learn, share, heal, and imagine as women, as moms, and as a community. Through empowerment, moms work to identify discomfort, fear of failure, and shame, and learn to notice when oppressive socialization (especially around race, class, and gender) creates barriers to connecting, creating community, and accessing her full sense of self-worth. Empowerment is a 12-week program, with 90-minute sessions each week. Moms also participate in life skills classes focused on professional development. In response to COVID-19, empowerment is now a virtual class and life skills are on pause.

**High-quality early childhood education:** A critical component of JP's 2Gen model is the investment in the second generation (JP children) during their most formative years. JP works with each mom to refer and enroll their children in quality educational programming and coach parents to be partners in their child's education. JP also provides childcare while mothers attend their coaching sessions and life skills classes so mothers can focus on their personal and professional growth. Knowing their children are safe and well cared for provides peace of mind for mothers and contributes to their success.

**A supportive community:** A strong sense of solidarity develops among JP families as they live and attend programming together. The supportive community begins with the Jeremiah sisterhood; by taking this journey together, women normalize, recognize, and get comfortable with their power, agency, and resiliency — things that have often not been a part of their personal narratives. The network and cooperative relationships developed at JP assure moms that they are not alone in addressing their struggles or in celebrating their triumphs.

## ***National Impact***

The program provides the opportunities and tools; the young mothers, most of whom come from challenging backgrounds and life situations, have to do the work. Learn more in the most recent [Annual Report](#).

This combination of high expectations and holistic support works. In 2019:

- Impacted more than 700 mothers and children with our innovative two-generation model for the path out of poverty.
- Engaged more than 260 families and 420 children in JP programming.
- Mothers participated in more than 4,000 coaching hours, time spent learning life skills and ensuring educational success.
- 150 families accessed safe and secure housing on JP residential campuses.
- 200 children benefited from high-quality early childhood education centers.

## Strategic Plan

Over the next five years, JP will focus on increased impact in existing communities while responding to opportunities in new communities through delivery of its five core services for mothers and children. Jeremiah seeks to impact more than four times as mothers and children by pursuing the following three new cost-effective strategies while leveraging efficiencies across the current model.



JP's [strategic direction](#) for the next three years:

- Grow and scale up the JP impact through three key growth initiatives.
- Leverage the excellence and innovation lessons learned to drive maximum impact while maintaining quality.
- Measure impact investment via data collection to assess results, refine the program, and report out.

To achieve this impact, JP will invest an estimated five-year funding total of \$50.5 million across the organization (\$14 million more than steady state five-year fundraising projections) and will continue to transform lives with donors' support.

## The Role

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Jeremiah Program is expanding throughout the country to meet the growing demand for its model. The organization has locations in Minneapolis, MN; St. Paul, MN; Austin, TX; Fargo, ND; Rochester-SE, MN; Boston, MA; and Brooklyn, NY; the national office is in Minneapolis. The preferred location for this role would be in one of these cities but we would consider remote candidates as well in other geographic areas.

The Senior Director of Institutional Partnerships (SDIP) reports directly to the VP of Development and Communications and manages a team of three — the Grants Manager and two grant writers. The SDIP is an essential member of the national development team responsible for generating \$13 million of grant and revenue in collaboration with JP campuses and their team.

## Core Responsibilities:

Through collaboration with JP's campuses and the VP of Development and Communications, the SDIP and their team will be charged with leveraging data and program insights to identify potential fits between grantor-funding priorities and JP's mission.



The SDIP will serve as the primary relationship strategist for all national institutional funders, collaborating and leveraging the CEO, Board Chair(s), Executive Directors, and other key development leadership to manage the stewardship of institutional funders. The SDIP is responsible for ensuring the highest levels of quality for key outcomes: writing and editing letters of intent, crafting grant applications and proposals, and preparing timely reports to funding sources on grants received.

The SDIP leads the development of case statements and narratives to identify strategic areas for program growth that describe JP's work in a way that will inspire the funding interest to fuel our two-generation housing, education, and all social justice work. Responsible for identification, research, and strategic outreach for new and existing institutional and foundation partners, this includes facilitating a comprehensive multi-year development strategy focused on foundations and government entities.

In collaboration with the grants team, the SDIP is the senior leader responsible for the timely and high-quality submissions of proposals, applications, letters of interest, and concept papers, synthesizing organizational needs and goals into provoking proposals. This also may involve developing and executing work plans and timelines, meeting facilitation, quality assurance, internal communications with internal/external partners and funders, and final submission.

The SDIP also works closely with the finance and program staff to develop budget documents and solicitation materials, which includes overseeing reporting to government funders within the prescribed time frame for each contract.

Any other duties as assigned to help advance JP's fundraising strategy and organizational infrastructure.

## ***Qualifications:***

- **A Relationship Builder.** You are genuinely curious about new people and possess strong listening skills. You like learning what motivates people, what inspires their generosity and makes them feel appreciated. You have the ability to initiate, organize, and manage projects, and to interface successfully with colleagues in a collaborative approach.
- **Persistent and Optimistic.** You are intrinsically motivated and undaunted by ambitious goals. You have the creativity and tenacity to find your way around a "no" answer to a more productive "not right now," "maybe," or best yet, "yes."
- **Exceptional in Communicating Verbally and in Writing.** Demonstrated ability to write and edit persuasive materials including successful appeals, proposals, stewardship materials, and other collateral. You have excellent presentation and negotiation skills.
- **Intentional.** Your working style is about creating order and planning ahead. You are a strategic thinker who always has the end goal in sight — asking for and closing gifts. You are skilled at keeping yourself on track with a portfolio of donors and are highly organized.
- **An Organizational Maven.** You can manage across multiple work streams and functions, keeping deadlines and managing complexity by simplifying solutions, systems, and processes with clarity and attention to detail. You have an ability to efficiently initiate and complete multiple tasks on time.

- **Mission Alignment.** You possess a deep commitment to and understanding of current housing, education, early childhood, and all social justice issues intersecting with poverty.
- **Adaptable and Flexible.** You can handle any curveball, and in fact, you expect them. You can meet deadlines and manage competing priorities. Additionally, you are strategic and have the ability to pivot quickly as priorities shift and the team continues to take shape. You can and are willing to travel if needed.

## Required Qualifications:

- Ten years of professional experience, with at least seven in development-related activities and five years of direct management experience.
- Proven track record initiating, stewarding, and moving foundation gifts to higher levels of support within a \$10 million+ organizational budget.
- Responsible for generating \$2 million or more in grant revenue in one calendar year.
- Strong prospect research skills and a solid understanding of moves management within a national multi-site nonprofit organization.
- Open to traveling up six times a year for no more than two days at a time.

*Jeremiah Program's core mission is to disrupt the cycle of poverty for single mothers and their children two generations at a time. Our success as an organization is rooted in the voices and engagement of families and a broad coalition of individuals and institutions. We aspire to reflect, value, respect, and celebrate diversity, equity, and inclusion.*

## Leadership

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**Chastity Lord**  
**President & CEO**

Chastity has spent two decades dedicated to dismantling systems of inequity for marginalized communities. She deeply believes that generational poverty is a social justice issue and that families are the best owners and narrators of their lives. History has proven time and again that building infrastructure, leadership, and power for marginalized communities creates a contagion of long-term change.

Chastity's professional North Star and commitment to equity and justice for the past two decades is influenced by her own personal experience as a first-generation college graduate. Prior to JP, Chastity served as Chief Operating Officer at Color of Change (COC), a racial justice organization with seven million-plus members. Prior to joining COC, Chastity was the Chief External Officer of Achievement First, a nonprofit organization that operates 50 public charter schools in Rhode Island, Connecticut, and Brooklyn. Chastity also spent eight years at the Posse Foundation, a nationally recognized and MacArthur Genius-awarded college access program devoted to public high school students who show academic and leadership potential, but may be overlooked by the traditional college admissions process.

She has a B.A. in organizational communication from the University of Oklahoma and an M.B.A. in strategy and marketing from the Kellogg School of Management at Northwestern University. She is a 2012 Pahara-Aspen Fellow with the Aspen Global Leadership Network.

Chastity serves on the board of Shriver National Center on Poverty Law and has been quoted as a thought leader in top-tier outlets including *Reuters*, *POLITICO*, CNN, *The Boston Globe*, *The New York Times*, *Austin American-Statesman*, and NPR.



**Maureen Rafferty**

***Vice President of Development and Communications***

Maureen Rafferty is a dedicated fundraising professional and education activist who is committed to disrupting systems of inequity for underinvested-in communities. She believes that education is a key driver of economic mobility and self-discovery and has dedicated her career to understanding the complex barriers and solutions to educational access and persistence for every individual.

In her current role as VP of Development and Communications, Maureen provides vision, strategy, and partnership with JP's national team and six local campuses to meet an organization-wide fundraising goal of over \$13 million and elevate the visibility of JP through strong messaging. She is passionate about communicating JP's mission through powerful storytelling and influencing the national conversation on disrupting cycles of poverty through whole-family solutions.

Prior to joining JP in 2015, Maureen worked as the Youth and Administrative Coordinator with the Karen Organization of Minnesota (KOM), a community-based social service organization that works with refugees from Myanmar. In this role, she designed and executed a high-quality life skills curriculum for Karen youth in the Roseville and St. Paul school districts of Minnesota and collaborated with high-level interagency personnel such as school principals and non-profit leaders to initiate and maintain KOM's involvement in the existing service system. She is now proud to serve as KOM's Board of Directors Chair.

Maureen is passionate about immersing herself in different cultures and has been deeply influenced by her various teaching experiences in Minnesota and abroad. Most notably, she spent two years as a municipal teacher in Shizuoka, Japan, where she taught English to over 300 preschool, elementary, middle school, and adult students; led an adult ELL class for Somali and Latin American students in Minneapolis; and served as an adjunct professor at Concordia College where she taught an introductory course to Saudi Arabian students.

She earned a Master of Arts in Education Policy and Administration (with an emphasis in Comparative and International Development Education) and a Bachelor of Arts in English Literature from the University of Minnesota, and has a certificate in ELL teaching.

Maureen lives in St. Paul, MN with her husband, Anthony, and dog, Harper.

## ***Background Checks:***

Prior to submitting your resume for this position, please read it over for accuracy. Lindauer does verify academic credentials for its candidates, and our clients frequently conduct background checks prior to finalizing an offer.

To learn more, call  
Name of Wendy Lazar, Senior Consultant at  
617-262-1102  
or send nominations or cover letter and resume to  
[WLazar@LindauerGlobal.com](mailto:WLazar@LindauerGlobal.com).  
All inquiries will be held in confidence.



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