



Kappa Delta

Foundation

Development Director Profile | November 2024

*Building Confidence.
Inspiring Action.*



We Are Kappa Delta.

Founded in 1897, Kappa Delta Sorority provides experiences that build confidence in women and inspire them to action through the power of enduring friendship. With more than 311,000 members, Kappa Delta offers support for leadership development, personal growth, academic success and community service, all in the context of true friendship.

Kappa Delta's members vary in age and come from all backgrounds and corners of the world. We are three-star generals, business executives, devoted mothers, Nobel Prize-winning authors, renowned artists, entrepreneurs, visionaries, award-winning journalists, engineers, leading researchers, athletes, community leaders, volunteers and more. One thing we have in common is a commitment to our shared values and building confidence in women and girls. Although members join Kappa Delta in college, Kappa Delta sisterhood is for life.

"Let us strive for that which is honorable, beautiful and highest."

KAPPA DELTA OPEN MOTTO

311,539
initiated members

235,178
living members

23,000+
collegiate members

167
collegiate chapters



Content Summary

- 4 | Introducing the Opportunity
- 7 | About Kappa Delta Sorority
- 8 | Kappa Delta Foundation
- 9 | Philanthropy and Impact
- 10 | Kappa Delta Foundation Financial Highlights
- 11 | Kappa Delta Leadership
- 13 | Process of Candidacy

Introducing the Opportunity

Summary

The Development Director of the Kappa Delta Foundation is a strategic leader responsible for driving major fundraising initiatives, leading capital campaigns and strengthening donor relationships. This role requires a dynamic individual capable of fostering a sustainable culture of philanthropy within Kappa Delta. Key responsibilities include engaging major donors, enhancing donor retention and building new relationships to advance the Foundation's mission. Additionally, the Director will play a critical role in aligning efforts with the Foundation Board, staff and key stakeholders to achieve impact and growth. The ideal candidate will also prioritize team development and promote collaboration across the Kappa Delta Foundation and sorority networks.

Reporting

The Development Director reports directly to the Executive Director. She will lead a team of five foundation staff members related to development.



Key Priorities & Responsibilities

Fundraising Expertise

- Develop compelling cases for support that align closely with strategic organizational priorities and donor interests and motivations, fostering stronger engagement and commitment.
- Conduct thorough analysis to assess donor potential and giving capacity, allowing for prioritized and personalized outreach.
- Design an intentional fundraising strategy, including optimal timing and tailored approaches, to maximize the success of major gift solicitations building towards campaign cycles.
- Lead successful gift negotiations and closings by effectively communicating the impact of donations and addressing donor questions to secure long-term financial commitments.

Relationship Building & Donor Cultivation

- Strengthen donor retention by implementing stewardship practices to enhance donor loyalty across all giving levels, from mid-level to major gifts, encouraging sustained support.
- Expand the donor pipeline by actively seeking new prospects to diversify and grow the donor base.
- Leverage key events like Founders Day of Giving, the biennial convention and chapter milestones to engage, recognize and steward major donors and prospective high-level contributors.
- Collaborate with foundation board members, sorority national council board members and staff leadership to foster high-level connections, enhancing donor advocacy within their networks.

Introducing the Opportunity, *continued*

Capital Campaign Leadership

- Lead preparations for a comprehensive capital campaign, including strategy development, goal-setting and committee formation.
- Collaborate with the marketing and communications team to communicate the campaign's case for support.
- Define clear, measurable objectives and set progressive milestones to track and report on campaign progress.
- Recruit and train campaign volunteers and advocates to support solicitation efforts and serve as campaign ambassadors.
- Utilize Salesforce and other donor management tools to effectively track campaign progress, donor engagement and financial milestones.

Team Development and Collaboration

- Cultivate a high-performance collaborative culture through clarity in role definitions, accountability and team-building initiatives.
- Evaluate existing organizational structure – including current open roles and competencies, ensuring alignment with the foundation's strategic goals and addressing any skill gaps.
- Address team needs by recruiting and onboarding new members in line with the Kappa Delta Foundation's strategic priorities.
- Invest in professional development to enhance the team's fundraising, communication and stewardship abilities.
- Establish clear performance goals and conduct regular evaluations to promote a results-oriented and supportive team environment.
- Collaborate with the marketing and communications team in developing compelling narratives that clearly communicate the foundation's mission, Kappa Delta's unique value and the impact donors can achieve through their investments.
- Develop strong cross-functional relationships with staff leaders and volunteers.



Technology Integration and Data-driven Decision Making

- Oversee the completion of moves management in Salesforce to streamline donor tracking, portfolio management and operational efficiency.
- Implement data protocols and governance for consistent, secure and quality data entry and reporting to improve tracking of fundraising goals and donor engagement.
- Develop visual analytics and reporting to leverage data insights to inform donor segmentation, engagement strategies and personalized communication.
- Ensure donor data is readily accessible to relevant staff to facilitate collaboration and enhance responsiveness to donor inquiries.



Introducing the Opportunity, *continued*



Desired Expertise & Experience

- Fundraising or development experience, with 5+ years in a management role and a track record of leading high-performing teams.
- Proven ability to manage donor portfolios, secure mid-level and major gifts, and retain donors through engagement strategies.
- Experience leading multi-year capital campaigns or major initiatives, with demonstrated goal-setting and measurable achievements.
- Proficiency in Salesforce or similar CRM or donor management platforms, including portfolio and moves management and data-driven donor segmentation.
- Strong public speaking and writing abilities, with experience delivering presentations.
- Experience managing fundraising budgets and understanding key financial metrics for campaign performance.
- Skilled in recruiting and hiring, performance management and professionally developing teams

Desired Attributes

The Development Director will exemplify Kappa Delta's values, demonstrating a blend of strategic insight, operational execution and a collaborative leadership style. Key attributes include:

- A **collaborative and team-oriented leader**, capable of inspiring a cohesive, team-centered approach and valuing contributions from all members.
- A **strategic and results-driven manager**, skilled in goal-setting and in charting clear pathways to achieve targets, especially within a results-focused fundraising environment.
- A **donor-focused relationship builder who prioritizes direct engagement**, particularly in establishing and strengthening high-level donor relationships.
- A **confident professional** who exhibits integrity, transparency and accountability, earning trust and credibility with all stakeholders.
- An **adaptable and resilient partner who is flexible in approach**, able to adjust strategies as needed, and remains focused on long-term objectives, even when facing challenges.
- An **authentic and charismatic communicator** who leverages Kappa Delta's timeless brand creatively and appropriately.

About Kappa Delta: 127 Years of Sisterhood

A national organization for women, Kappa Delta Sorority provides experiences that build confidence in women and inspire them to action through the power of lifelong friendship. With a focus on values, Kappa Delta offers women the confidence to excel academically, develop leadership skills, become responsible citizens and take action in the world.

Kappa Delta National Headquarters, located in Memphis, Tennessee, is home to the sorority, foundation, housing arm, and the organization's national museum with historical records and memorabilia dating back to its founding in 1897.

Vision

Kappa Delta Sorority provides experiences that build confidence in women and inspire them to action through the power of lifelong friendship.

Values

Kappa Delta four values – friendship & loyalty, personal integrity, lifelong learning, and selfless service – were created by our founders to help each Kappa Delta woman become the best version of herself.



Sorority Mission

Kappa Delta Sorority is a national organization for women committed to: encouraging members to live with integrity and honor in the bonds of lifelong friendship; building confidence in members to excel in college and throughout their lives; inspiring members to be active leaders, responsible citizens and engaged members of the community; and providing opportunities and experiences that foster personal and professional growth for a lifetime.

Purpose

The purpose of Kappa Delta Sorority is to promote true friendship among the college girls of our country by inculcating into their hearts and lives those principles of truth, of honor, of duty, without which there can be no true friendship.

Kappa Delta Foundation

Established in 1981 with a \$40,000 bequest from Dorothea B. Cavin (Alpha Psi-Drury), the Kappa Delta Foundation is the 501(c)(3) charitable arm of the Kappa Delta Sorority. With the generous support of Kappa Deltas across the country, the foundation makes a difference in the lives of its members and others. Contributions from alumnae, collegians and friends of Kappa Delta enable the foundation to fund scholarships and educational opportunities, provide internships and leadership training, and support Kappa Delta's national philanthropies and numerous local community outreach programs.

To learn more about how Kappa Delta is living out its mission, view the most recent [annual report](#).



Total Awarded in 2023-2024: \$1,981,648

Scholarships & Grants

The foundation provides financial assistance to members through both undergraduate and graduate scholarships, enabling them to pursue academic and personal development goals. This year, we awarded \$930,976 in merit and needs-based scholarships to 347 undergraduate and graduate students.

Leadership Training & Professional Development

The foundation funds leadership development programs, including the Leadership Development Consultant (LDC) program, which provides collegiate chapters with the tools and guidance needed to grow and succeed, as well as the Officer Experience Institute that brings leadership lessons to incoming officers and advisors.

Mental Health & Well-being Programming

The foundation makes critical programming possible to support members in prioritizing their own well-being, build resilience, navigate challenges and succeed personally and professionally. This includes the Confident Conversation virtual speaker series; dynamic online, on-demand programming; and in-person and resource-based tools around healthy decision making.

Philanthropic Support

The foundation actively supports Kappa Delta's national philanthropies, such as Prevent Child Abuse America and the Girl Scouts of the USA, by funding impactful community service projects and grants.

Philanthropy and Impact

Purposefully living our values to make a difference

Kappa Delta is inspired to act, making a difference not only in its members' lives, but also in the lives of women and children around the world. Kappa Deltas take great pride in efforts to strengthen community service initiatives that build confidence. Whether raising funds to prevent child abuse and build confident families, serving as mentors for Girl Scouts and building confidence in girls, or addressing the difficult issues facing women on college campuses, Kappa Deltas truly make a difference.

14,000

Girl Scouts impacted each year

\$33 million

raised for child abuse prevention
over the past 40 years

Prevent Child Abuse America (PCAA)

Founded by Kappa Delta sister Donna J. Stone, PCAA has been a national philanthropic partner since 1983. Kappa Delta chapters have raised over \$33 million through events like 5Ks, soccer tournaments and carnivals to support PCAA's mission of preventing child abuse and ensuring children grow up in safe, thriving communities.

Girl Scouts of the USA

Since 1998, Kappa Delta has partnered with Girl Scouts to "build girls of courage, confidence and character who make the world a better place." Collegiate and alumnae members serve as mentors and volunteers, hosting confidence-building programs, educational events and campus tours for over 14,000 Girl Scouts annually. The Foundation has supported the bright futures and college dreams of Girl Scouts across the country by providing scholarships annually in recognition of Gold Award Girl Scouts. This year, the foundation's contribution of \$100,000 will support scholarships for 110 world-changing Gold Award Girl Scouts.



Kappa Delta Foundation Financial Highlights 2023-2024



Contributions

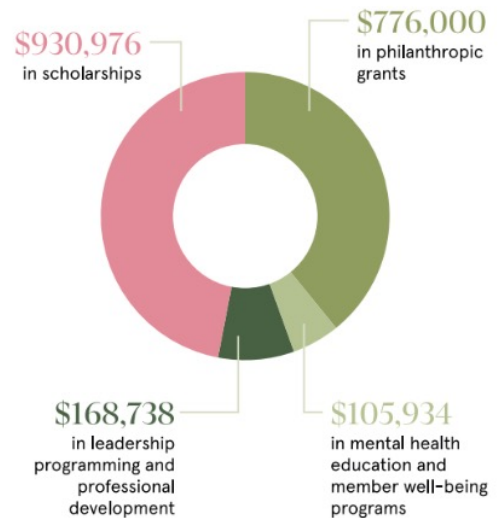
| | |
|--------------------------------------|--------------------|
| Undesignated | \$1,041,455 |
| Board Designated/Donor Restricted | |
| • Scholarships and programs | 794,830 |
| • Shamrock | 596,090 |
| • Education & Technology Grant Funds | 306,609 |
| • Children in Need | 49,178 |
| • Alumnae Crisis Grant Funds | 9,240 |
| Total Contributions | \$2,797,402 |
| Net Investment Income | \$5,285,552 |
| Total Revenue | \$8,082,954 |

Expenses

| | |
|-----------------------|--------------------|
| Program Services | \$3,098,896 |
| Fundraising | 707,003 |
| Management & General | 590,560 |
| Total Expenses | \$4,396,459 |

Total Awarded in 2023-2024:

\$1,981,648



Kappa Delta Leadership

Kappa Delta Sorority Council

Kappa Delta Sorority is the 501(c)(7) nonprofit membership organization governed by the National Council, a board of six elected members and one appointed ex-officio member. The National Council sets and upholds policies and oversees the work of the sorority. Members of the National Council are elected by voting delegates at Kappa Delta's National Convention every two years.



Susan Stockton
National President
Delta Gamma-Western Kentucky



Rhonda Mullins Giedt
National Vice President-Alumnae
Omega Xi-Cincinnati



Emily Ulmer Feinsein
National Vice President
Delta Sigma-South Alabama



Sarah Smith Dubbert
National Vice President-Finance
Epsilon Iota-Missouri



Laura Beth Hanson McKew
National Vice President-Membership
Delta Gamma-Western Kentucky



Maggie Waples
Executive Director (Ex-Officio)
Delta Sigma-South Alabama



Julie Wendell
National Vice President-Collegians
Zeta Alpha-Texas Tech

Kappa Delta Leadership, *continued*

Kappa Delta Foundation Board of Directors

The Foundation is governed by a board of 14 women – three of whom are members of the National Council, including the National President.



Michelle Parmley Rabideau

Chair

Sigma Omicron-Illinois



Cheryl Grant Sizer

Secretary-Treasurer

Epsilon Eta-Illinois State



Kirsten Jakmas Kuykendoll

Vice-Chair

Gamma Nu-Miami



Anna Green Rich

Director

Kappa Alpha-Florida State



Sarah Smith Dubbert

Director

Epsilon Iota-Missouri



Susan Stockton

Director

Delta Gamma-Western Kentucky



Emily Ulmer Feinsein

Director

Delta Sigma-South Alabama



Tove Bichel Thomas

Director

Omicron-Illinois Wesleyan



Brandi Cappaert Harper

Director

Mu-Millsaps



Jennifer Priebe Wood

Director

Zeta Gamma-Arkansas/Fayetteville



Kate McGlynn

Director

Sigma Epsilon-Texas/Austin



Sandy Etz Wysocki

Director

Epsilon Iota-Missouri



Kristin Power

Director

Epsilon Kappa- Cal Poly/San Luis Obispo



Maggie Waples

Executive Director/Ex-Officio

Delta Sigma-South Alabama

Process of Candidacy



Kappa Delta Foundation

Kappa Delta is an Equal Opportunity Employer. Kappa Delta 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.

This policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation and training.



Process of Candidacy

BeecherHill is pleased to partner with Kappa Delta on this critical search. Please electronically submit nominations, referrals and resumes with preferred contact information to:

KDDevelopmentDirector@beecherhillsearch.com

BeecherHill
250 Civic Center Drive, Suite 100
Columbus, Ohio 43215
Phone: 614.939.4240

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