

Vice President of Development

The Concilio

June 2026





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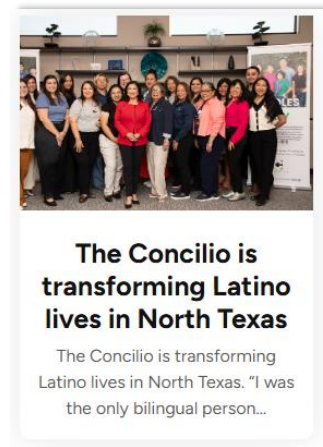
THE ORGANIZATION

Founded in 1981, The Concilio is a leading North Texas nonprofit dedicated to strengthening families and communities through education, health, and economic mobility initiatives. The organization has served more than one million individuals through innovative programs, research, advocacy, and community partnerships that create pathways for Latino families and other diverse communities to thrive. The Concilio is considered the beacon of hope for first-, second-, and third-generation Latino families who are the backbone of our communities and economy.

The Concilio's enduring relationships throughout the community have offered an understanding of the unique challenges and aspirations of the families it serves. Through gold-standard programs in education, health, financial empowerment, and access to opportunity, The Concilio is not just addressing immediate needs but transforming lives, breaking cycles of poverty, and fueling lasting generational success. The team believes that when families are empowered, entire communities flourish – and the future becomes limitless.

The Concilio is proud to be recognized nationally and locally for our impact and leadership:

- UnidosUS 2024 Affiliate of the Year
- George W. Bush Institute Trailblazer Award (Florencia Velasco Fortner, President & CEO)
- 500 Most Powerful Business Leaders in Dallas (Florencia Velasco Fortner)
- 2024 Latino Leaders Magazine Maestro Award (Florencia Velasco Fortner)
- 2024 Audrey Kaplan Inspiring Women of the Southwest Award
- 2024 Prospanica Nonprofit of the Year
- 2024 Latino Leaders 101 Most Influential Latino Leaders Award (Florencia Velasco Fortner)



The Future

The vision is bold: to pioneer new pathways where Latinos redefine excellence, achieve economic mobility, and inspire future generations to dream bigger and accomplish more.

The Concilio is entering an exciting new chapter of growth and impact. The organization seeks a strategic, relationship-centered **Vice President of Development** to strengthen fundraising performance, expand philanthropic partnerships, and serve as a key member of the executive leadership team.



Vice President of Development

POSITION SUMMARY

Reporting directly to the President & CEO, the Vice President of Development will lead all fundraising and philanthropic strategies for the organization while helping shape its long-term growth and sustainability.

This leader will oversee revenue generation, donor engagement, corporate partnerships, foundation relations, fundraising strategy, and development operations. The Vice President will also serve as a trusted advisor to the CEO and an ambassador for The Concilio throughout the North Texas philanthropic community.

The ideal candidate is both a strategic thinker and hands-on leader who can build relationships, inspire confidence, and create sustainable revenue growth.

Key Responsibilities

Strategic Fundraising Leadership

- Develop and execute a comprehensive fundraising strategy aligned with organizational priorities
- Build and manage a diversified revenue portfolio including individual, corporate, foundation, and event-based funding
- Establish measurable fundraising goals and performance metrics
- Create and maintain a healthy donor pipeline and moves-management process
- Identify new funding opportunities and strategic partnerships

Major Gifts & External Relations

- Personally manage a portfolio of major donors, prospects, and community partners
- Conduct donor cultivation, solicitation, and stewardship activities
- Support the CEO and Board in fundraising and relationship-building efforts
- Represent The Concilio throughout the philanthropic, corporate, and civic communities

Leadership & Team Development

- Lead, coach, and develop the Development team
- Foster a collaborative, accountable, and mission-driven culture
- Strengthen communication, processes, and development infrastructure
- Partner closely with program, finance, and operations leaders



Executive Leadership

- Serve as a member of the executive leadership team
- Contribute to organizational planning and strategic initiatives
- Provide fundraising insights, forecasts, and recommendations to the CEO and Board
- Support organizational continuity and leadership capacity across the organization

Candidate Profile

The successful candidate will demonstrate:

- Proven success securing six- and seven-figure gifts.
- Experience leading fundraising strategy for a nonprofit organization.
- Strong corporate and foundation relationship-building experience.
- Exceptional communication and presentation skills.
- Experience partnering with CEOs, executive teams, and boards.
- Demonstrated ability to build high-performing teams.
- Strong financial and analytical acumen.
- Deep commitment to mission-driven work.

Preferred Qualifications include:

- Bachelor's degree required, advanced degree preferred.
- 10+ years of progressive nonprofit development leadership experience.
- Experience working within education, family services, community impact, or related mission-driven organizations preferred.
- Familiarity with the North Texas philanthropic landscape strongly preferred.
- Bilingual English/Spanish preferred.

Compensation

Target compensation range: \$125,000–\$145,000.

Comprehensive benefits package included.

The Concilio is an Equal Opportunity Employer committed to building an inclusive workplace that reflects the communities it serves.



CMP has been retained for this executive search. All interested candidates are asked to contact the CMP executive recruitment team:

Mike Boate at mikeb@careermp.com

or

DeAnna Bokinsky at deannabx3@careermp.com

All inquiries and discussions are strictly confidential.



CMP is a retained search firm with a national reach across multiple industries, offering solutions throughout the talent lifecycle. Our services include executive search, alternate recruitment solutions, executive coaching, assessment, and career transitional services. Founded in the year 2000, CMP is a minority and woman-owned firm.

The intent of this Position Profile is to provide a representative summary of the major duties and responsibilities performed by incumbent in this role. The incumbent may be requested to perform job-related tasks other than those specifically presented in this description. Further, this document does not create an employment contract implied or otherwise, other than an “at will” relationship.