

ONE AMERICA MOVEMENT

Vice President of Development

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ABOUT ONE AMERICA MOVEMENT

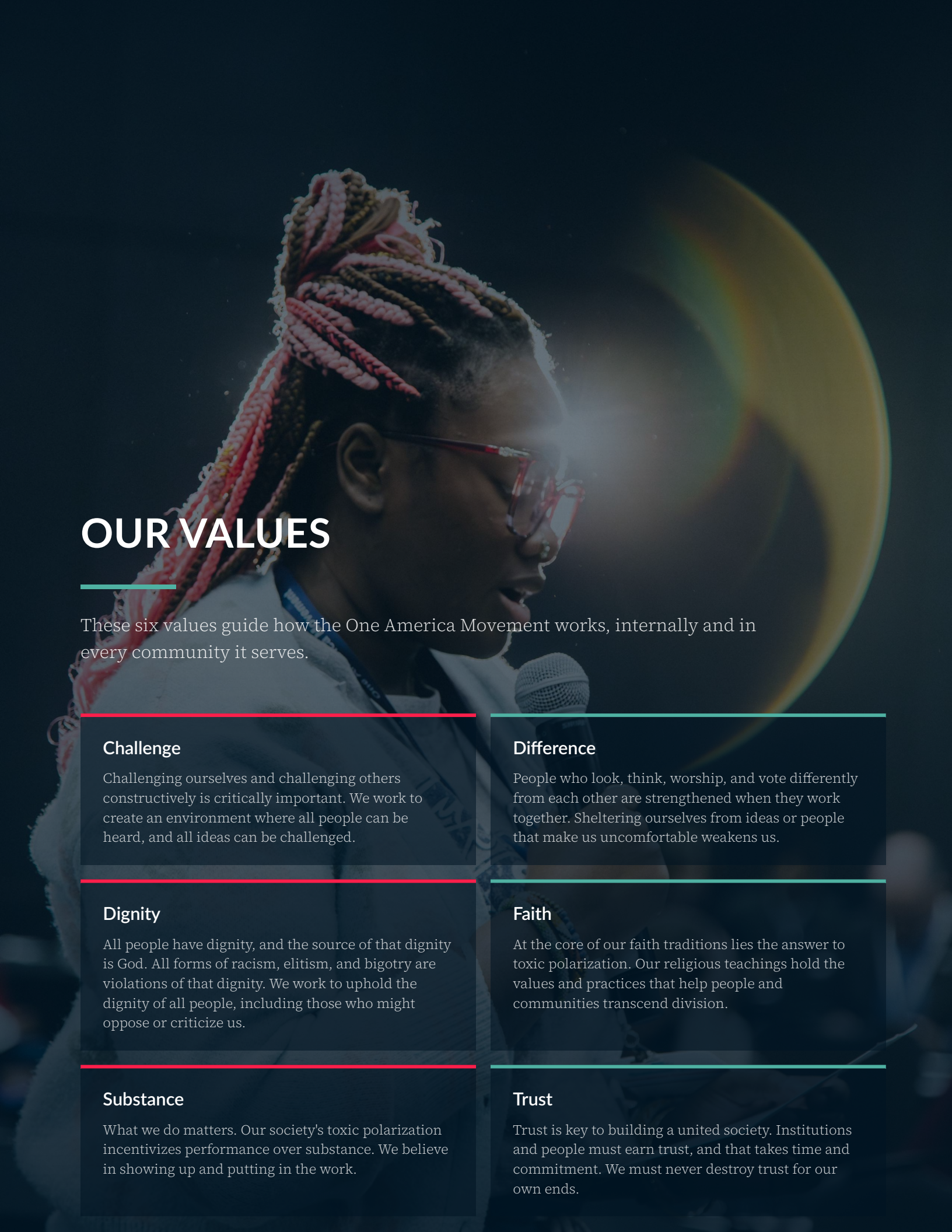
The One America Movement is a network of 4,000 faith leaders committed to addressing the spiritual crisis of toxic polarization. One America supports faith leaders to be peacemakers, both within their congregations and traditions and across deep divides in society.

Our vision is a resilient, strong, and united country working together to solve our common challenges.

At the heart of the organization's work is the belief that faith is the answer to toxic polarization and therefore faith leaders have an important role to play in addressing division. To support this effort, the One America Movement supports clergy with tools and training to address toxic forms of division, help their congregants have healthier conversations across divides, and more. One America's network provides faith leaders with relationships and peer support to help them lead through the perilous waters of a divided America.

> *The One America Movement's mission is to work with faith leaders and faith communities to build a united American society by eliminating toxic polarization.*





OUR VALUES

These six values guide how the One America Movement works, internally and in every community it serves.

Challenge

Challenging ourselves and challenging others constructively is critically important. We work to create an environment where all people can be heard, and all ideas can be challenged.

Difference

People who look, think, worship, and vote differently from each other are strengthened when they work together. Sheltering ourselves from ideas or people that make us uncomfortable weakens us.

Dignity

All people have dignity, and the source of that dignity is God. All forms of racism, elitism, and bigotry are violations of that dignity. We work to uphold the dignity of all people, including those who might oppose or criticize us.

Faith

At the core of our faith traditions lies the answer to toxic polarization. Our religious teachings hold the values and practices that help people and communities transcend division.

Substance

What we do matters. Our society's toxic polarization incentivizes performance over substance. We believe in showing up and putting in the work.

Trust

Trust is key to building a united society. Institutions and people must earn trust, and that takes time and commitment. We must never destroy trust for our own ends.

THE OPPORTUNITY

This is a builder's role in the fullest sense. One America already has a stable of strong, invested institutional funders and is on the cusp of a potential major gift, giving the VP of Development a solid foundation to build from rather than a blank slate. Still, the role requires building the organization's comprehensive fund development program from the ground up: a major gifts program, deepened foundation relationships, and the systems and donor relationships that will fund the organization's next chapter. As the function grows, the VP will hire and develop a team.

This inaugural Vice President of Development will report directly to the CEO, working with the CEO and board to execute a major-gifts strategy, steward key foundation relationships, and build a sustainable, scalable development program.

The right person for this role understands fundraising as an extension of the mission itself. Building a unified country requires building unified relationships, including with donors. This work demands genuine belief in what One America is doing, and the ability to connect that mission to the philanthropic priorities of individuals and institutions seeking to make a lasting difference.

MISSION AND CULTURE ALIGNMENT

One America staff live the work they do every day. The team is intentionally diverse across political, racial, and religious lines and engages openly on the same difficult issues addressed in programming, including race, religion, and political polarization. This is not an organization where staff avoid disagreement; it is one where they navigate it with the same tools they teach.

The VP for Development will be comfortable in this environment and genuinely energized by it. One America believes, rooted in each team member's own faith tradition, that peacemaking is both possible and urgent. Candidates ready to bring that conviction to the work of donor relationships will find a rare and meaningful home here.



THE ROLE

The inaugural Vice President of Development will report to the CEO and build One America's development function from the ground up. Key responsibilities include the following.

KEY RESPONSIBILITIES

- Build and execute a major-gifts program from the ground up, developing individual donor relationships and moving prospects through the cultivation, solicitation, and stewardship cycle.
- Manage and deepen One America's existing foundation relationships, ensuring current multi-year investors remain informed, engaged, and renewed.
- Partner with the CEO to transition key donor relationships, build on existing cultivation work, and extend reach into new philanthropic networks.
- Develop the systems, processes, and infrastructure for a sustainable development function, including prospect research, moves management, donor communications, and reporting.
- Represent One America to donors, prospects, and the broader philanthropic community with authority, warmth, and genuine conviction.
- Identify and cultivate new foundation prospects aligned with One America's mission, prepare proposals, and build relationships with program officers.
- Collaborate with staff on impact measurement and storytelling to produce compelling materials that translate programmatic results into donor-facing narratives.
- Build toward a development team as the function grows and funding expands.

CANDIDATE PROFILE

The ideal Vice President for Development is a relationship builder and knows what it takes to build a program where none existed before. They understand that this work begins with learning the mission, earning the trust of existing donors, and establishing the systems that will carry the function forward, and that this foundation is what enables sustained growth.

This leader is mission-first. The VP for Development believes, without reservation, that faith communities hold a unique power to heal division, and brings that conviction to every donor conversation.

That conviction is not abstract. The ideal candidate is deeply rooted in their own faith tradition: someone whose beliefs are lived, specific, and genuine, not a comfortable neutrality that offends no one. It is precisely this rootedness that allows them to engage authentically across difference. They can go deep with donors from their own faith tradition, while engaging authentically and effectively with those from differing backgrounds. Cross-cultural competency is not a checkbox here; it is a daily requirement of the role, and it begins with knowing where you yourself stand.

QUALIFICATIONS

REQUIRED QUALIFICATIONS

- Demonstrated success closing major gifts, with a track record of personally soliciting and securing significant contributions.
- Experience building or significantly expanding a development function, not only managing an existing one.
- Strong written and verbal communication skills, with the ability to translate complex mission-driven work into compelling donor narratives.
- Comfort with ambiguity and the ability to build structure where little exists.
- Deep personal alignment with One America's mission to build a united society and eliminate toxic polarization.
- Ability to work independently as a team of one while partnering closely with the CEO and board.

PREFERRED QUALIFICATIONS

- Experience in faith-based organizations or with faith communities as donors or stakeholders.
- Existing relationships in the philanthropic community, particularly with foundations engaged in democracy, bridge-building, or social cohesion work.
- Familiarity with CRM systems and prospect research tools.
- Experience closing seven-figure gifts.





HOW TO ENGAGE

One America Movement has retained CarterBaldwin Executive Search to lead this search. Qualified candidates and referrals are encouraged to reach out in confidence.

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