



Director of Development  
REACH Beyond Domestic Violence  
Waltham, MA

*At REACH, we envision a world where individuals and communities are free from domestic violence, empowered to live with safety, dignity, and hope. Our work is not just about responding to violence, but about transforming the conditions that allow it to exist.*

## THE SEARCH

[REACH Beyond Domestic Violence](#) (REACH)—a nonprofit organization committed to creating healthy and safe relationships for individuals and communities by ending domestic violence—is searching for a seasoned and compassionate leader to serve as its Director of Development (Director), championing its mission and providing strategic direction and leadership for all fundraising and stewardship activities. This is a compelling opportunity for an entrepreneurial chief development officer to craft and implement a comprehensive fundraising strategy for REACH and, in doing so, have transformative impact on the lives of individual domestic violence survivors and diverse communities, as well as the futures of those whose relationships are strengthened by REACH’s prevention work. This leader will join REACH during an exciting moment of strategic refinement as the organization launches a new strategic plan that will deepen community engagement and provide inspiring partnership and investment opportunities for prospective donors. This hands-on position is ideal for an experienced development leader who can quickly strengthen systems and support staff and leadership with a mission-centered, trauma-informed approach.

REACH—which stands for Refuge, Education, Advocacy, Change, and Hope—is a nonprofit organization providing survivors of domestic violence with safety, shelter, and a path to healing. For nearly 45 years, REACH has empowered individuals, families, and communities to overcome domestic violence and increase healthy relationships, while engaging communities to create lasting change. To do so, they center the voices of survivors as a core part of their mission, ensuring the work is grounded in the client’s resilience, insight, and leadership. Through comprehensive support services, innovative prevention and education programs, and policy advocacy, they break the cycle of abuse and promote lasting change. REACH’s work is rooted in equity and the unwavering belief that everyone deserves to live free from fear.

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and violence. The organization is inclusive of all survivors, including women, men, children, and the LGBTQ+ community, and has no income or other requirements to access services, apart from being a survivor of domestic violence. Based in Waltham, Massachusetts, it serves over 6,000 people in 27 cities and towns in Boston's western suburbs through resources including a 24-hour hotline, emergency shelter, support groups, legal advocacy, specialized children and family services, community-based survivor advocacy programs, and prevention programs including community education and training.

Reporting to the Executive Director and serving as a key part of REACH's executive team, the Director of Development will provide leadership for the full portfolio of fundraising operations, ensuring that all development efforts reflect and uplift REACH's values and mission. They will grow and diversify REACH's revenue streams by strengthening ties with existing supporters, developing sophisticated and effective approaches to identify new individual and institutional donors, and broadening the organization's overall outreach efforts. The Director will collaborate closely with the Executive Director, board, and key stakeholders to assess and define the strategic direction of the development function and create a comprehensive development program.

This leader will launch systematic initiatives to identify and cultivate a strong pipeline of donors and work to enhance public awareness, strengthening relationships and partnerships to benefit REACH philanthropically. Importantly, this person will bring experience building connection with and support from non-affinity donors. The Director must be a strong fundraising operator who can build and lead sustainable fundraising efforts in a resource-conscious environment, accounting for the organization's current operations, quickly pivoting in response to exogenous shocks of the current political context, and relentlessly working towards the organization's future state.

The successful candidate will be able to inspiringly convey the mission and critical impacts of REACH Beyond Domestic Violence, and will be skilled at building genuine relationships with individuals and communities of all backgrounds. REACH takes a trauma-informed approach and strives to incorporate its core commitment to belonging, justice, equity, diversity, and inclusion (BJEDI) throughout the organization; given the nature of this work, the Director must be able to skillfully engage with topics that are complex, and sometimes challenging or painful. REACH is committed to recruiting candidates from historically underrepresented or marginalized backgrounds and identities, as well as individuals who embrace the values, practices, and outcomes of BJEDI personally and professionally. Successful candidates will possess maturity and strong emotional intelligence, dedication to forward momentum, and strong professional boundaries, alongside deep fundraising expertise. This is an incredible opportunity to help the most vulnerable in our communities live free from fear and violence.

REACH Beyond Domestic Violence has retained Isaacson, Miller, a national executive search firm, to assist with this search. All inquiries, nominations, and applications should be directed in strict confidence to the firm as indicated at the end of this document.

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## ABOUT REACH

REACH began in 1981 as the Waltham Battered Women's Support Committee, when a group of women in Boston's western suburbs saw a need for more services to address the needs of women in abusive relationships. This grew into a multiservice agency that helps more than 6,000 people a year. REACH was one of the first shelters in Massachusetts to accept male survivors, parents with teenage sons, and LGBTQ+ survivors. REACH is a founding member of the Boston Gay, Lesbian, Bisexual, and/or Transgender Domestic Violence Coalition (GLBTDVC).

In 2005, REACH founded the Peers Against Violence Educators (PAVE) program, one of the first violence prevention initiatives in Massachusetts focused on teen dating. In 2010, REACH doubled its shelter capacity from four to eight bedrooms and added a full-time youth specialist to its prevention program. In October 2017, REACH moved into new office space: a warm, light-filled, welcoming environment for survivors and staff with confidential meeting rooms, a supervised play space for children while their parents are meeting with advocates, and room to hold trainings in-house.

In 2023, Amarely Gutiérrez Oliver joined REACH as Executive Director. Born in El Salvador and raised in Salem, Massachusetts, Amarely developed a passion for justice and equality from an early age, having experienced discrimination firsthand. After earning a degree in psychology, she worked with children and youth in crisis for several years before entering the field of domestic violence, starting at a shelter in Florida which served a highly diverse population. There, she worked to build a more equitable organization, advocated for social change, and promoted innovation, including a financial literacy program for survivors that became a model in the region.

In 2012, she joined the YWCA of Central Massachusetts. As director of domestic violence services for seven years, she transformed their shelter program, putting the needs and priorities of survivors front and center, and she was a passionate and effective advocate for marginalized groups. She built partnerships and engaged with a wide range of stakeholders to advance equity and inclusion. She also served on the Governor's Council to Address Sexual Assault and Domestic Violence.

You can learn more about REACH's work, vision, core values, and impact [here](#).

## Programs and Services

All of REACH's support services are completely confidential and free of charge to individuals. The range of programs and services that REACH provides is broad and deep; it is both a service provider and a movement-maker meant to come at the issues and complexity of domestic violence from several directions simultaneously. REACH's hotline and shelter serve survivors from Massachusetts and surrounding states. REACH serves all survivors regardless of race, ethnicity, immigration status, gender identity or expression, sexual orientation, religion, or income level. What's more, REACH stands out for its team's skill at engaging with survivors as individuals and through community, providing services in English and Spanish (and increasingly in Haitian Creole, Portuguese, and other languages commonly spoken across

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the 27 cities and towns the organization serves) and working concertedly to foster a safe, welcoming, and supportive environment for every survivor they serve.

### **Emergency Shelter**

REACH's eight-room emergency shelter is a place where survivors can feel safe, join a supportive community, and begin the process of recovering from abuse and starting over. REACH does not place a time limit on how long guests may stay at the shelter, since recovering from trauma is an ongoing process and each person's emotional, familial, and financial situation is different.

REACH's services are always in demand, as there are only 200 domestic violence shelter beds in the entire state. REACH also provides a 24-hour, toll-free hotline, answered by staff and volunteers every day of the year.

### **Community-Based Advocacy**

REACH's [community-based advocacy program](#) serves more than 300 survivors each year, providing compassion and practical help to survivors who need to stay in their communities, often continuing to live with their abuser. This includes legal consultation, logistical help with housing, job applications, safety planning, and other practical needs, as well as therapeutic support. REACH also offers ongoing support groups in English and Spanish. REACH's [Know Your Rights](#) program trains and empowers survivors to become advocates and resources for their communities, including by learning about immigrants' legal rights.

### **Education + Prevention**

REACH believes strongly that the best way to eliminate domestic abuse is to prevent it from happening in the first place. Its [education and prevention programs](#) are at the forefront of this critical effort and work to change cultural norms and increase understanding of healthy relationships. REACH trains first responders, medical professionals, social service agencies, faith organizations, and middle school, high school, and college students and their teachers. REACH was among the first domestic violence organizations in Massachusetts to have youth-focused prevention programming, and it is often enlisted by schools and other organizations to lead trainings for students, teachers, and school staff. REACH helps convene community groups that want to bring prevention messages to their towns, including innovative and empowering initiatives such as its [Survivor Speakers' Bureau](#), which trains survivors who have utilized REACH's services to engage community members in discussions about domestic violence. This substantial prevention work, as well as its inclusive approach to services, is part of what distinguishes REACH.

### **Children's Program**

REACH supports the healing process of children in the shelter and in the community through discussion, play, and art therapy with its adolescent and child therapist. Individual counseling and group sessions help

children process what has occurred in their lives and understand that the violence is not their fault. REACH works with each child to explore and voice their fears, concerns, and feelings of guilt, shame, and anger.

## Administration, Governance, and Finance

REACH is led by a talented [Executive Staff](#) that includes the Executive Director, Director of Program Management, Director of Operations and Human Resources, and Director of Finance, along with this Director of Development. The organization is supported by a dedicated and engaged 13-member [Board of Directors](#).

For FY2025, REACH had a total operating budget of approximately \$3 million, 57% of which came from state and local contracts; 36% from private gifts, grants, and contributions; 4% from special events; 2% from in-kind donations; and 1% from other sources.

## ROLE OF THE DIRECTOR OF DEVELOPMENT

Reporting to and working in close partnership with the Executive Director, the Director of Development serves as the primary fundraiser for REACH. The Director will assess the organization's current development strategy and approach, and—with the support of the Executive Director and the Board—will design and build an infrastructure and approach that supports REACH's ambitious strategic plan and meets critical needs in the diverse communities REACH serves. REACH anticipates that systematically expanding individual and corporate giving will be a core part of this strategy.

The Director will lead a small but focused development team of one full-time and one part-time employee, with the opportunity to make an immediate additional full-time hire, and to make the case for increasing capacity to achieve fundraising goals, particularly as fundraising sights are raised. They will provide mentorship and guidance for the development team, establishing metrics and harnessing data-driven insights to inform decision-making. Throughout the organization, the Director will work with a deeply dedicated leadership team, staff, board, and other key constituents to highlight stories of impact, create points of connection, and build a culture of philanthropy organization wide. A key member of the communities in which REACH operates, the Director must be a constant, visible presence, cultivating strong relationships with community members, organizations, and both new and existing donors/partners.

## KEY OPPORTUNITIES AND CHALLENGES FOR THE DIRECTOR OF DEVELOPMENT

### **Assess current development practices and structures to build a more strategic and sustainable unit**

The Director of Development must be a strategic leader who can review REACH's current development activities and define what is achievable, sustainable, and most likely to have the greatest return on investment to advance REACH's mission. With keen understanding of current best practices in development, they will assess REACH's development operation and create a roadmap that further serves

to professionalize the function, sustain current programming, support the growth outlined in REACH's newest strategic plan, and create a roadmap for the future. This work requires a leader with superb planning skills who can blend systems-thinking with deep people skills. With a small team, the Director must balance high-level strategy, on-the-ground operations, and developing the team needed to support REACH's development needs. This leader will also be a conscientious steward of the organization's resources, planning and carefully managing the development budget to make sure that dollars are spent efficiently and effectively in support of REACH's goals and objectives.

### **Build, manage, and steward a pipeline of donors by being a consistent community presence**

The Director of Development is REACH's chief fundraiser and primary portfolio manager. As they work to build out a more professionalized individual and institutional giving operation, they will establish a research process to build the pipeline of individual and corporate prospects, launching systematic initiatives to identify and solicit those capable of making major contributions. The Director must be a visible and consistent presence in the organization and communities served.

In a moment when federal resources may become scarce, REACH knows it must invest deeply in the communities it serves, not just for funding but also for solidarity. To be successful, the Director must harness the incredible creativity and service mindset of REACH's dedicated staff and volunteers to unlock funding and/or external partnerships that deepen programmatic impact and lead to new opportunities. Alongside other leaders, the Director will build authentic, long-term relationships with donors, funders, and partners outside of "the ask" to fuel a larger movement that advocates and educates for transformational change within communities across Massachusetts.

The Director will also ensure comprehensive, timely, and compelling stewardship, prioritizing the cultivation of all gifts and grants in ways that strengthen donor interest in, engagement with, and commitment to REACH to solidify these connections to the organization.

### **Leverage technology, data, and industry insights to best position REACH in the nonprofit development ecosystem**

The Director of Development must be a data-driven leader, able to define, collect, and interpret key metrics that will strengthen REACH's impact story and development portfolio. REACH currently uses Bloomerang as its CRM. With a small team, the Director will be expected to further optimize and integrate Bloomerang into development operations and find workflows that help streamline processes, enabling greater capacity for strategic work. They must bring a strong understanding of nonprofit finance, its impact on development, and a successful track record of working in close collaboration with finance leadership to align finance and fundraising.

### **Develop and implement a communications strategy across the lifecycle of giving**

Stories of REACH's impact can be found across the organization's entire portfolio of work. Now, more than ever, REACH needs a strong externally facing storyteller who understands its programs and communities,

and can leverage impact to inspire audiences to support REACH's life-changing and life-saving work. The Director of Development must be a champion and broadcaster of REACH and create a communications strategy for development that regularly engages donors beyond expected acknowledgements or campaigns. Most importantly, the Director must understand and deftly navigate sensitive topics and difficult conversations about REACH's work, while centering the joy and dignity of clients and showing the difference the organization can make at both the individual and structural levels.

### **Create a culture of philanthropy and help define institutional priorities for resource allocation**

As a key member of the leadership team, the Director of Development will bring a collaborative approach that deepens interorganizational understanding and builds a culture of philanthropy that ensures everyone feels connected to REACH's work and impact. Where necessary or advantageous, they will engage staff and board members in fundraising or partnership conversations, ensuring their time is productive and meaningfully spent. To be successful, the Director must balance current development capacity with organizational goals in order to advise the leadership team and board on what is possible, sustainable, and achievable. With that in mind, the Director will work across the organization to understand programmatic goals, help define strategic priorities and financial realities, and connect those priorities to an overall resource development strategy. Additionally, the Director will support the Executive Director and other organizational leaders in advancing their personal philanthropic acumen by serving as a mentor, coach, and strategic partner.

## **QUALIFICATIONS AND CHARACTERISTICS**

The most successful candidates will bring a strong mix of the following qualifications, skills, and characteristics:

- A strong resonance with REACH's mission and a commitment to trauma-informed, culturally responsive, and survivor-centered values.
- A self-motivated and entrepreneurial approach to building and guiding a development program; an ability to work independently and as part of a leadership team to drive growth.
- Adept at individual major giving and donor cultivation, with a proven track record of fundraising success; depth of knowledge and best practices in all key areas of development.
- Success cultivating, soliciting, and stewarding corporate partnerships.
- Experience supervising development staff with a collaborative, mentorship-focused approach; the ability to establish a team- and goal-oriented environment that empowers staff, builds confidence, and celebrates achievement.
- Strong financial acumen and a keen focus on operational efficiency.
- Experience leveraging events for development engagement.
- Strategic planning experience, with the ability to set a vision for the long term, translate that vision into clear goals, and build a plan to achieve them.
- Excellent interpersonal skills and emotional intelligence to facilitate long-term, trusting relationships with a variety of funder audiences.

- A flexible and adaptable style; a leader who can positively impact both strategic and tactical fundraising initiatives and work well with individuals from all backgrounds.
- Adept at fostering dialogue with multiple constituencies and achieving results through influence, empowerment, and understanding of the dynamics of difference and privilege.
- Excellent written and oral communications skills, including the ability to translate client's stories and REACH's impact into engaging donor-facing materials, and tell compelling stories via funder pitches, reports, and other modes of communication on an ongoing basis.
- Proficiency in Spanish or another of the languages of the communities served (Haitian Creole, Portuguese, French) would be an asset.

## COMPENSATION AND LOCATION

The compensation range for this position is set at \$125,000 - \$150,000.

REACH's office is located in Waltham, Massachusetts, and this leader must live within a commutable distance to the office. This can be a hybrid position, and REACH acknowledges the need for the Director of Development to spend time outside of the office cultivating and stewarding donors. REACH uses a "catch-up Friday" model with no internal meetings on Fridays to support deeper work. Some weekend or evening work may be required.

## APPLICATIONS, INQUIRIES, AND NOMINATIONS

Screening of complete applications will begin immediately and continue until the completion of the search process. Confidential inquiries, nominations, referrals, and applications (including resumes and two- to three-page letters of interest responding to the opportunities and challenges outlined above) should be sent via the Isaacson, Miller website: <https://www.imsearch.com/open-searches/reach-beyond-domestic-violence/director-development>. Electronic submission of materials is strongly encouraged.

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Angelo Alexander, Senior Associate  
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Isaacson, Miller

*REACH is an equal opportunity employer and provides an inclusive work environment.*

*This document has been prepared based on the information provided by REACH. The material presented in this leadership profile should be relied on for informational purposes only. While every effort has been made to ensure the accuracy of this information, the original source documents and information provided by REACH would supersede any conflicting information in this document.*