



UnitedWE

Vice President of Development

Virtual

www.united-we.org

Our Organization

United WE is a national, nonprofit, nonpartisan organization driving systemic change to strengthen the American economy through women's participation in the labor force. Founded in 1991, United WE has grown from a regional advocate to a national nonprofit advancing women's economic and civic leadership. With a strong foundation in research-backed policy and community collaboration, United WE has expanded its impact while staying true to its mission of inspiring all women.

United WE collaborates with partners, policymakers, corporate and community leaders, and supporters to positively impact hundreds of thousands of women. United WE has fielded 30+ research studies and briefs and through its award-winning Appointments Project, has assisted 200+ women in getting appointed to civic boards and commissions.

United WE Believes

- In being nonpartisan and supporting all women
- In the importance of evidence-based research to further its mission
- In coming together to advance women
- In approaching problems from all angles

Our Pillars

The Institute

Through The Institute, United WE conducts groundbreaking, evidence-based research on women's economic security and mobility and develops solutions to strengthen the economy. The nonpartisan, nonprofit organization was founded on a research study and has continued its practice for 34 years. In the past 12 years, the research has accelerated and incorporated both quantitative and qualitative data to identify barriers of women's labor force participation in the workplace and for entrepreneurs. Its data proves that if women increase their workforce participation, states' economies will grow by 10-15%.

The Studio

Through The Studio, United WE amplifies stories that connect research to lived experiences and inspire action to strengthen our communities and economies. Storytelling and engagement are the backbone of this work. The Studio was built as a space to translate data into narratives that resonate, mobilize, and expand opportunity. In its first year, The Studio is focused on developing regional and national engagement strategies and curating compelling content to drive the mission forward. By shaping how women's experiences are seen and understood, The Studio creates the cultural momentum that makes solutions possible.



Areas of Impact



United WE's work centers on three strategic priorities that address the most significant drivers of women's economic mobility: Caregiving, Occupational Licensing, and Diplomacy & Civility. These focus areas reflect both historical efforts and future priorities, guiding the organization's research, partnerships, and policy solutions. Recent accomplishments include:

Occupational Licensing

Opening pathways for women to thrive in licensed professions and entrepreneurial ventures

MISSOURI

- Removed barriers to licensing for entrepreneurs and military spouses.
- Championed reciprocity laws that enable easier transitions across state lines
- Advocated for small business-friendly legislation to boost women's business ownership

KANSAS

- Advanced research and policy to improve access to capital for women entrepreneurs.
- Supported occupational licensing reforms through partnerships and task forces

Caregiving

Removing structural obstacles that force women to choose between work and caregiving.

MISSOURI

- Secured \$134M for childcare subsidies and pre-K expansion.
- Pushed for tax credits supporting childcare providers and working families.
- Advocated for eldercare tax relief and increased long-term care funding.
- Extended Medicaid postpartum coverage to 12 months.

KANSAS

- Expanded employer-supported childcare tax benefits.
- Launched a state-level Childcare Task Force to streamline support and coordination.
- Advocated for paid family leave to support economic security and family well-being.
- Led efforts to protect elderly women through financial safety laws.





Civility and Diplomacy

Fostering civic leadership, representation, and inclusive public dialogue

MISSOURI

- Created the Appointments Project to place more women on boards and commissions.
- Built bipartisan support around key issues like family leave and healthcare access.
- Engaged women across 114 counties to guide policy direction through Civic Engagement Networks.

KANSAS

- Convened diverse stakeholders through town halls and community events.
- Elevated women's voices in public decision-making through training and outreach

Growth

Building on its research and policy improvements in Kansas and Missouri, United WE now looks to expand its impact into the neighboring states of Oklahoma and Arkansas and nationwide.

OKLAHOMA & ARKANSAS

Recent research has revealed critical gaps in women's economic and civic opportunities. Building on initial research and relational efforts, United WE is:

- Convening town halls in rural and urban communities to collect lived experiences.
- Conducting focus groups with women entrepreneurs to identify systemic barriers.
- Launching a Public Policy Coalitions to advocate for data-informed policy change.

Specific activities will be shaped by ongoing stakeholder engagement and aligned with the organization's core pillars of research, engagement, and systems change.



United WE Leadership

United WE is led by a dynamic team that includes FTEs and contracted experts with extensive experience, creativity, and innovation. Each leadership team member brings unique value to the organization and is passionate about the mission and vision.

Wendy Doyle, President and CEO



Wendy Doyle is a passionate advocate for women's economic and civic advancement, with a track record of producing results. As the leader of United WE, she has been at the forefront of policies that impact women and their families, regularly educating and informing decision-makers and community leaders about policy solutions for women at the local, county, and state levels. She is a dynamic and informative presenter who frequently testifies to state legislatures and publishes op-eds in state newspapers.

Under Wendy's leadership, United WE has invested in research, advocacy, and policy solutions to remove economic barriers for women. She has led the organization to conduct 27 meaningful research studies, advocate for issues resulting in 57 policy actions, and support more than 200 women in securing civic appointments. Wendy's commitment to impacting hundreds of thousands of women and families through transformative research, scaling United WE's fast-growing Appointments Project®, and advocating for policy solutions that advance equal pay, paid family leave, affordable childcare, and occupational licensing, among others, is unwavering.

Wendy's impact has not gone unnoticed. In 2022, she received the Women Who Mean Business award from The Kansas City Business Journal, which honors outstanding professional women who have significantly contributed to their businesses, industry, and community. Wendy also serves on the Board of Trustees of the Command and General Staff College Foundation at Fort Leavenworth, KS, and was inducted into the Missouri Public Affairs Hall of Fame in October 2021. Wendy earned a B.A. from Rockhurst University in Kansas City, Missouri. She was recognized in 2021 as an Idealist of the Year by City Year and in 2020 with Rockhurst University's Rashford-Lyon Award for Leadership and Ethics.



Sarah Smith, COO



As Chief Operating Officer at United WE, Sarah is dedicated to turning vision into action, championing strategies that drive meaningful change for women and families nationwide. Committed to advancing all women's civic and economic leadership, she plays a pivotal role in aligning United WE's strategic vision with the operational capacity needed to make a lasting impact. Sarah leads efforts to expand and strengthen the organization's infrastructure, ensuring effective and impactful programming. By working closely with the CEO, Sarah is guiding United WE through a dynamic new chapter of regional and national growth, building on an unwavering commitment to amplify the voices and opportunities for women.

Sarah brings over a decade of experience in nonprofit and foundation leadership. Before joining United WE, she served as Vice President of Learning and Foundation Operations at the Blue Cross and Blue Shield of North Carolina Foundation, where she bolstered organizational systems, advanced innovative initiatives in learning and evaluation, and fostered a culture of continuous improvement. Her earlier work in learning and evaluation at the Missouri Foundation for Health deepened her dedication to driving systemic change through data-driven solutions. Earlier in her career, Sarah served with Teach For America – Mississippi Delta, where she grounded her leadership in adaptability and purpose while navigating complex environments.

An advocate for both creativity and social impact, Sarah holds a bachelor's degree in music and psychology from the University of Washington in Seattle and dual master's degrees in Social Work and Public Health from Washington University in St. Louis. Her unique blend of analytical and empathetic insight continues to shape her mission to empower communities and drive systemic change.



For a complete list of the United WE team, including board members, visit: <https://united-we.org/people>.



Position

United WE seeks a Vice President of Development to lead and execute the organization's philanthropic strategy and initiatives. This senior role offers the opportunity to collaborate closely with leaders and a dedicated team to expand United WE's impact, shape and drive bold fundraising strategies, and fuel the next era of growth. The Vice President of Development will report directly to the Chief Operating Officer (day-to-day) to ensure alignment, focus, and progress, while also working closely with the Chief Executive Officer to execute philanthropic efforts within United WE's overall strategy. The Vice President will strengthen United WE's presence across its four-state region while also elevating United WE's influence as a national leader. S/he will work closely with the COO, CEO, and a small, agile team, effectively coordinating with contractors in fundraising, communications, and grant writing.

The Vice President should be a collaborative self-starter with experience securing 6-and 7-figure gifts. The Vice President should be flexible and proactive in addressing the organization's evolving needs and enjoy helping others on the team. S/he should enjoy the process of developing donors and, of course, believe in United WE's mission. The winning candidate will be entrepreneurial and comfortable in a fast-paced, non-partisan, innovative environment. Leadership views the organization as an orchestra with each member contributing to the overall performance and harmony.

Responsibilities

FUNDRAISING STRATEGY, BUDGETING, & LEADERSHIP

- Serve as a senior fundraising leader, developing annual revenue forecasts and budgets, establishing goals, and ensuring accountability for revenue results. Strengthen and diversify revenue by growing major individual gifts and institutional partnerships, positioning United WE for lasting impact across its four-state region and on the national stage. Ensure fundraising strategies are closely integrated with United WE's programming and communications priorities to maximize impact and alignment.
- Major & Individual Gifts Lead identification, cultivation, solicitation, and stewardship of major donors. Personally manage the organization's portfolio of high-capacity prospects, engaging leadership and board members in the cultivation process to secure transformational gifts.
- Grants & Institutional Giving Drive execution for institutional philanthropy, identifying, cultivating, and stewarding relationships with foundations and corporations. Lead the development of competitive grant proposals, leveraging contracted grant writing support.
- Campaigns & Special Initiatives Design and lead targeted fundraising campaigns and special initiatives (e.g., anniversaries, regional expansion, or national efforts) that align with organizational priorities

COMMUNICATION AND EVENTS

- Donor Engagement & Events Oversee fundraising and donor engagement events, ensuring they serve as both revenue and relationship-building opportunities. Partner with leadership, board members, consultants, and staff to maximize event impact.
- Communications & Stewardship Collaborate with contracted communications support to develop compelling donor-facing materials and ensure consistent, high-quality stewardship that communicated United WE's mission and impact.
- External Relations and Engagement: Serve as an ambassador for United WE, representing the organization alongside the CEO in donor, partner, and public forums.



TECHNOLOGY, INFRASTRUCTURE, SYSTEMS, REPORTING

- Prospect Development, Systems, & Data Oversee donor prospecting, moves management, and CRM/data integrity to ensure best-practice prospect management strategies. Provide direction to contracted partners to ensure accurate, timely reporting and data-informed decision-making. Implement prospect management strategies and build a long-term donor pipeline, including next-generation supporters and emerging markets, ensuring United WE is well-positioned for sustainable growth
- Donor Stewardship & Compliance: Ensure timely, accurate acknowledgement of gifts, oversee donor recognition practices, and maintain compliance with IRS regulations and reporting requirements, in partnership with contractors and finance partners.

Qualifications

- Bachelor's degree and proficiency in Microsoft Office Suite, Teams and Zoom. Knowledge of Canva, Salesforce, Asana, and Give Lively a plus. Experience working with databases, prospect management, and prospect identification tools.
- Minimum 10 years of fundraising and development experience in progressively responsible leadership positions.
- Excellent oral, presentation and written communication skills. Extremely transparent and open communicator with clear and persuasive communication skills. An active listener who is highly collaborative and builds consensus.
- Excellent interpersonal skills and demonstrated ability to establish and maintain effective working relationships with a wide range of individuals/groups.
- Verified track record of meeting or exceeding 6- and 7- figure fundraising goals in a fast-paced nonprofit environment (both personally and in collaboration with a team).
- Strong background managing all aspects of fundraising including high net worth
- individuals, foundation, corporate institutional and grant funding. Demonstrated knowledge of annual, major, and principal gift fundraising techniques.
- Experience creating budgets and forecasting revenue.
- Experience in the use of social media and social networking (i.e. Facebook,
- Twitter, LinkedIn) and technology (i.e. website) to communicate with donors,
- generate revenue, educate the public and broadcast mission.
- Proficiency with fundraising applications using available data to perform
- comprehensive donor data analysis and reporting.
- Experience designing, managing, and executing fundraising initiatives and campaigns (regional and/or national).
- Comprehensive leadership skills and experience, including creating short—and long-term strategic plans and implementation.
- Demonstrated experience developing, managing, and implementing a comprehensive fundraising development strategy utilizing innovative and forward-thinking concepts.
- Experience leveraging events as part of a broader fundraising and engagement strategy.
- Comfort working remotely a plus. Ability to travel on a regional and nationally as needed to cultivate donors and represent United WE.



Attributes

- Collaborative and inclusive. Thrives in a team environment.
- Solution-oriented, proactive self-starter with great attitude and entrepreneurial spirit. Provides creative approaches to challenges and opportunities.
- Can work under pressure, prioritize and manage workload in a fast-paced environment.
- Highly organized and detail oriented.
- Creativity and an innovative approach to development, with demonstrated skills in conceiving, initiating, and implementing successful strategies to engage new markets.
- A high level of initiative, energy, and follow-through.
- Demonstrated ability to communicate verbally and in writing.
- Strong interpersonal skills, politically savvy, and patient.
- Ability to manage sensitive information discretely and maintain confidentiality.

Compensation and Location

This is a remote position that requires regular travel to Oklahoma and Arkansas, as well as occasional travel to Kansas, Missouri, and Washington, D.C. Candidates should reside in or near the Midwest, ideally within driving distance or a short flight of United WE's focus states: Arkansas, Oklahoma, Kansas, and Missouri. The anticipated salary is \$125,000, commensurate with experience, and includes a comprehensive benefits package featuring healthcare, retirement, paid time off, and a generous holiday schedule. A performance bonus will be negotiated with the finalist.

United WE is an Equal Opportunity Employer and encourages candidates of all backgrounds to apply for this position. United WE is committed to attracting, developing, and retaining exceptional people, and to creating a work environment that is dynamic, rewarding and enables each of us to realize our potential. United WE's work environment is safe and open to all employees and partners, respecting the full spectrum of race, color, religious creed, sex, gender identity, sexual orientation, national origin, political affiliation, ancestry, age, disability, genetic information, veteran status, and all other classifications protected by law in the locality and/or state in which its employees are working.

All inquiries, nominations and applications be directed to United WE's search firm, The Dubrof Group, at cydnee@dubrof.org. Any communication with United WE will be directed to The Dubrof Group. Applications should include a letter of interest and a current PDF resume. Please indicate in your cover email where you learned of the opportunity. Please note that only those candidates invited for screening will be contacted.

No phone calls please.

