



## Director of Development

*Hybrid/Dallas, TX*

**John Toolan**

Vice President, Executive Search

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# About All Stars Project

All Stars Project, Inc. transforms lives through performance.

The All Stars Project (ASP) is a growing national nonprofit organization whose mission is to transform the lives of youth from poor and underserved communities using the developmental power of performance in partnership with caring adults, giving everyone the opportunity to grow. ASP's afterschool development programs include performance programs, bridge-building efforts, and programs where they partner with the business community to help young people create a professional performance while also building community and imagining new possibilities for their futures. ASP has transformed its unique, community-based and grassroots programs, founded in NYC in 1981, into a growing movement reaching 10,000 inner-city youth and families each year in six cities, raising \$11 million annually in private funding for its "development through performance – on stage and in life" programs.

ASP has become one of the country's leading Afterschool Development organizations, using performance as its approach to helping kids and families grow on and off the stage, and to build bridges through volunteer and direct partnership initiatives between supporters, volunteers, and the youth of All Stars.

Dallas is currently the All Stars Project's fastest-growing market and is celebrating ten (10) years in the community. In the next few years, it will establish its next center for afterschool development and grow its partnership with the business community and education partners – focusing on how they can scale their approach in the workforce development field. This position is key in reaching new levels of support and building on its existing partnerships and philanthropic community.

In May 2024, ASP is launching the public phase of a 10-year, \$150 Million comprehensive campaign (2018-2027) that will be a big driver of its national fundraising team focus. ASP will look to inspire Dallas supporters to continue to stretch and step up for local youth in these final four (4) years of the campaign.

## Programs

### All Stars Talent Show Network

The All Stars Talent Show Network (ASTSN) involves young people, ages 5 to 25, in performing and producing hip-hop talent shows in their neighborhoods. Everyone at all levels of talent is included, and everyone who auditions makes the show. They are cheered on by audiences of family, neighbors, volunteers, and donors. This experience is transformative for all!

## Development School for Youth

In the Development School for Youth, young people ages 16 to 21 learn to perform as professionals, and they partner with business leaders across the country who conduct development workshops and provide paid summer internships at their companies.

## Development Coaching

Development Coaching, a new virtual program, gives young adults aged 18 to 24 an opportunity to partner one-on-one with caring industry leaders to help guide and enhance their personal and professional development. Development Coaching matches young adults with volunteer coaches from coast to coast based on shared interests and experiences and provides training that supports both coach and coachee to learn from each other and grow *together*.

## Operation Conversation

Operation Conversation, All Stars Project's newest bridge-building initiative, has been created to address the social and racial divides in America. In a two-part virtual workshop, people from diverse communities and all walks of life learn and perform with new tools that develop empathy, appreciation, active listening, and curiosity skills. Using the power of performance, these workshops engage racism and promote healing in everyday life.

### Operation Conversation: Cops + Kids

Operation Conversation: Cops + Kids (Cops + Kids) is an innovative police-community relations model program run by the All Stars Project in partnership with the New York City Police Department and the Newark Police Division. The program uses performance, improvisation, and conversation to help inner-city teenagers and police officers develop a positive relationship.

## Position Summary

All Stars Project (ASP) of Dallas seeks a Director of Development to implement its involvement philanthropy approach to drive revenue in its fastest-growing market. This role will enjoy working with a strong existing donor base and an engaged board, and as their success continues, will include meaningful career growth opportunities. The Director of Development is a member of the leadership team of the ASP of Dallas and will work closely with local and national leadership.

This person will lead the planning and execution of cultivation and fundraising campaigns that reach hundreds of individual and institutional supporters annually. The Director will be responsible for:

- » Leading the fundraising campaign for the annual Dallas benefit event
- » Manage and build a portfolio of individual, corporate, and foundation supporters
- » Cultivate major gifts and support Board development

- » Create and oversee the communications strategy for ASP's support base across Dallas

The Director of Development is an internal and external leader in the Dallas operation who supports and develops processes and systems and serves as a dynamic and skilled people manager.

## Essential Job Functions

- » Raise \$1.75 million in private support for Dallas programs each year
- » Secure funds for the annual benefit, leading campaigns to raise at least \$500,000 for Dallas; work directly with honorees and co-chairs to build awareness and support for the mission
- » Manage a portfolio of 100 individual supporters at the \$2,500 to \$50,000 giving level; identify new individual, corporate, and foundational prospects, focusing on building \$10,000 and above levels of support
- » Partner with the Associate Director of Dallas, VP/City Leader of Dallas, and VP/Development to support the development of the Dallas Board, including producing and participating in board meetings; partner with the VP of Development, CEO, and other senior leaders on Principal Gifts prospects and supporter engagement
- » Oversee the ASP of Dallas Annual Campaign, including strategizing and participating in phone campaigns, mailings, and email strategies to supporters; develop cultivation and engagement experiences for supporters in partnership with the national ASP Annual Campaign team
- » Deepen corporate partnerships through stakeholder meetings, both internally and externally, and by collaborating with regional and national development staff
- » Directly supervise 1-2 members of the development team

## Qualifications

- » Minimum of five (5) years of experience in direct solicitation of individuals and two (2) years of experience as a direct supervisor of fundraising staff
- » Strong verbal and written communication skills
- » Strong project management skills
- » Superb administrative skills, including use of MS Word, Excel, PowerPoint, and Outlook, with experience in Raiser's Edge, AirTable, and MailChimp preferred
- » Flexibility in schedule for special events and other activities during peak seasons

- » Understanding of and experience with the Dallas philanthropic market
- » Understanding of poverty-related issues and a commitment to creating educational and developmental opportunities for inner-city youth in outside-of-school contexts
- » Bachelor's degree or equivalent experience
- » Proof of Covid-19 vaccination is required

## Leadership + Key Colleagues

*(Please do not contact the organization or its leaders directly)*

### **Chris Street** **President + CEO**

Chris Street is a change-maker with a talent for unifying diverse individuals around transformative causes. His involvement with the All Stars Project began as a volunteer in 1992, and he has dedicated over 30 years to building ASP from a small, local, community-based nonprofit into a national organization operating in six cities and serving youth in over 20 states through in-person and virtual programs.

Chris assumed the role of CEO in November 2023 and continues to serve as president, just two of several leadership roles he has played over the last 23 years. A leading social entrepreneur who provides strategic direction to the organization's operations nationwide, he works closely with national and regional board members on advancing ASP's impact and oversees the planning and execution of all programming, operations, and community-building activities. In addition to leading the design of strategic initiatives, Chris has engaged with elected officials and government leaders in New York City, Chicago, Dallas, and Newark to create public-private partnerships and launch new initiatives, such as Operation Conversation: Cops & Kids, with Mayor Ras Baraka's administration in New Jersey. More recently, he has led discussions with education institutions like Dallas College and ICA Cristo Rey Academy in San Francisco about creating new kinds of workforce development solutions for their student bodies, bringing the performatory developmental approach into engagements with institutions focused on learning.

As the national Director of Development from 1999–2019, he tripled annual income, established an endowment and financial reserves, and led the raising of over \$125 million from individual and institutional funders. These donations were used for ASP's ground-breaking youth and community development programs, including award-winning workforce development, performance initiatives, and police-community relations work. He created a strategic partnership with the Aspen Leadership Group that has enhanced philanthropic partnership work, resulting in a series of \$1–5 million investments in the organization by philanthropists from coast to coast. ASP expansion campaigns culminated in the opening of the performing arts and development center on West 42nd Street in New York City in 2003; a campaign to open the Scott Flamm Center for Afterschool Development in downtown Newark, where Chris served as Director from 2013–2016; the regional expansion of ASP to Chicago in 2007 and establishment of the Hub for Afterschool Development in 2023; and

expansion to the San Francisco Bay Area in 2008 and Dallas in 2013. The ASP's diverse national fundraising department has created a gold-standard training program in philanthropic partnership building, featured in **The Chronicle of Philanthropy**.

After graduating from New Canaan High School in Connecticut and the London School of Economics in 1992, Chris dedicated his life to public service and community organizing initiatives—that focus on advancing equality of opportunity, diverse civic leadership, and social entrepreneurship. In 2022, he graduated from the Integral Leadership Program of the Stagen Leadership Academy in Dallas. He currently resides in Dallas and travels regularly to each ASP market.

**Antoine Joyce-Roach**  
**Senior Vice President/City Leader, ASP of Dallas**

Antoine is a member of the Executive Leadership Team and, as Senior Vice President/City Leader of the All Stars Project (ASP) of Dallas, he is responsible for the continued development and innovation of ASP's development through performance approach and for broadening and deepening its influence within the nonprofit, education and youth development sectors. A dynamic bridge builder, Antoine has introduced Afterschool Development to a diverse array of public and private partners, including Dallas College. He also serves as board co-chair of Dallas Truth, Racial Healing and Transformation, as the Racial Healing Committee chair, and as Chair of the South Oak Cliff High School NAF Academies Advisory Board.

As co-chair of the Program Fidelity Council, he is responsible for assuring program quality across the organization, including the ongoing evolution and advancement of assessment policies and procedures and the use of outcomes in the design and implementation of staff training. Additionally, Antoine works closely with the founder of ASP's Performance Lab on the design and implementation of local, regional, and national bridge-building and creative development initiatives. One of those initiatives, Operation Conversation, is being used by Fortune 500 companies interested in integrating Operation Conversation as part of their diversity and inclusion efforts.

Building on the success of his tenure as City Leader in Dallas, where he has established himself and ASP as key voices in Dallas's civic and nonprofit life since 2013, Antoine continues to lead local program and partnership innovation and represent ASP on local boards and in community partnerships. He also works closely with ASP of Dallas's market leader on local fundraising initiatives and the stewardship of regional board members and leading philanthropic partners.

Antoine serves as an ASP regional and national spokesperson and represents ASP and its cutting-edge approach and programs at conferences, corporate, nonprofit, and other high-level leadership forums. Other accomplishments include an invited presentation at TEDxSMU, a keynote address at the NYC ACS Workforce Institute Conference, an interview with the Communities Foundation of Texas 360 Podcast, the publication of several articles and op-ed pieces in the **Dallas Morning News**, and the teaching of a graduate level seminar at Georgetown University.

Born and raised in Bedford-Stuyvesant, Brooklyn, Antoine has been an All Star since 1991. In addition to his involvement with ASP, Antoine spent several years touring the world with hip-hop legend Grand Master Flash. He is also a talented theater director, popular DJ, loving husband, and proud father of two.

**Jenny Zak**  
**Vice President, Development**

As Vice President of Development, Jenny is responsible for all fundraising and philanthropic partnerships across the organization nationally. Jenny is a member of the Executive Leadership Team, which works with the All Stars Project President and CEO to ensure the organization's strategy is aligned with its mission and maximizes impact across the country.

Jenny's leadership and oversight include national fundraising strategy; principal gift operation; management of the organization's dynamic base of individual, corporate, and foundation philanthropic partners; and leadership of the ASP's national development department that creates local 'involvement philanthropy' activity in New York City, New Jersey, Chicago, Dallas, and the San Francisco Bay Area. She is the Chair of the Fundraising Cabinet made up of four senior directors who drive our major giving program, manage our individual, corporate, and foundation relationships nationally and regionally, and lead local fundraising events in our five regions.

Jenny works closely with the ASP's President and CEO on philanthropic partnership strategy and interfaces with the CFO and Board of Directors' Finance Committee as a member of the budget planning team.

Throughout her tenure with the ASP, Jenny has played a central role in building out the New York fundraising operation, establishing a New York board, managing the Development School for Youth Trustees' leadership bodies, overseeing and coaching staff in New Jersey, Dallas, San Francisco, and Chicago, and creating and leading the ASP's top events, including our national gala. In addition to managing some of the ASP's most significant corporate and foundation relationships, Ms. Zak has proudly worked with thousands of individual philanthropists who have helped the ASP achieve record fundraising milestones.

Born in Ukraine, Jenny grew up in Brooklyn, where she currently lives with her husband and son. Jenny first became a volunteer with the ASP in 2004 and joined the staff in 2009. She received her bachelor's degree from Columbia University and completed the Columbia Business School Senior Leaders Program for Nonprofit Professionals in 2022.

**Natalie Sandifer**  
**Associate Director, ASP of Dallas**

Natalie has served the All Stars Project of Dallas for nearly seven (7) years. In that time, she has progressively received promotions to positions of greater leadership and responsibility. She began her ASP career as an Operations and Production Leader. Her first promotion was to Chief of Staff, then Director of Production and Operations, and has held her current title of Associate Director of ASP of Dallas for more than a year. She finds her inspiration in seeing

young people develop as they expand their world view and become more confident. She is part of the Inaugural class of D CEO Emerging Women's Leadership Network.

Prior to finding her passion in the nonprofit world, she worked for The Arnold Companies and TAC Energy, where she volunteered for the All Stars Project of Dallas. She was raised in Nevada and has called the DFW metroplex home for more than a decade.

**Kim Kesler**  
**Dallas Board Chair and Managing Partner at KPMG**

Kim currently serves as the Dallas Office Managing Partner and continues to provide audit services to clients in the Energy and Chemical industries. She has over 20 years of experience providing financial statement audit and audit of internal control services.

As Office Managing Partner, Kim is responsible for the delivery of high-quality client service, executing business development strategies, attracting, and retaining exceptional talent, and representing the Firm in the Dallas marketplace. In addition, she works to ensure that the 2,000 plus partners and employees in the Dallas office view KPMG as a great place to work and build their career. Kim also coordinates the Dallas Community Impact programs which empower our people to take action, foster a culture of giving and bring the KPMG core values to life.

Kim has provided professional audit services to a wide range of companies including large multinational and middle-market domestic companies in accordance with Public Company Accounting Oversight Board requirements and U.S. Generally Accepted Accounting Principles. Her audit experience ranges from Security Exchange Commission (SEC) filings and carve-out financial statements to the successful coordination of large global audits. She has a thorough understanding of SEC rules and regulations and has been involved in numerous debt and equity offerings including initial public offerings. Kim served as the energy and chemicals lead for the DFW and Denver HUB area prior to assuming the role as office managing partner and works closely with her audit, advisory and tax lead partners to ensure seamless delivery of service to clients.

## Reporting Relationships

The Director of Development reports locally to Natalie Sandifer, Associate Director of All Stars Project of Dallas, as well as to Jenny Zak, Vice President of Development for All Stars Project, who is based in NYC.



## Compensation + Benefits (for 2024)

The salary range for this position is approximately \$85,000 to \$105,000. All Stars Project offers an extensive benefits package, including:

**Health:** Choice of three benefit plans through Oxford Health

- » The plans all use the same provider network, and all cover the same services – the difference is in initial cost (pretax) to the employee, and amounts paid for deductible, maximum out-of-pocket, copays, and coinsurance
- » ASP Covers a meaningful portion of the employee health insurance

**Dental & Vision Insurance:** Aetna

- » Available for a small cost to the employee

**403b Retirement:** TIAA-CREF

- » The company matches 25% of all employee contributions through the end of the calendar year
- » No limit on contributions or matching other than IRS requirements

**Life Insurance/Short-Term Disability/Long-Term Disability:** Lincoln Financial

- » 100% employer funded for the individual employee

**Flexible Spending Account:** Ameriflex

- » Medical FSA - Employees may contribute up to \$3,200 per calendar year on a pre-tax basis to pay for specific out-of-pocket healthcare (medical and dental) expenses
- » Dependent Care FSA - Employees may also contribute up to \$5,000 per calendar year to pay for dependent care services like daycare or home care
- » Participating employees are issued a debit card and may also submit claims through the Ameriflex website

**Commuter Reimbursement Account:** Ameriflex

- » Employees may use pre-tax dollars to pay for commuting costs up to \$315/month for mass transit and up to \$315/month for qualified parking
- » Employees can elect to add additional post-tax contributions to pay for commuting costs that exceed \$315/month
- » Participating employees are issued a debit card for transit expenses

**Other benefits available to employees:**

- » AFLAC – Optional supplemental insurance for disability and hospitalization. 100% paid by employee

- » LifeMart – Employee discount program that provides discounts on nationally recognized brand-name products and services and local retailers
- » The entire organization closes for one (1) week at the end of August
- » Maternal and Paternal Leave

As a reflection of Cooper Coleman's commitment to equity and equal pay for all, our firm requires that salary ranges or salary starting points be published for every search we conduct. The practice of not posting salaries perpetuates the gender and racial wage gap and discriminates against women, people of color, and other historically excluded populations by causing individuals to negotiate from a disadvantaged starting point.

## Location

This position requires work at the All Stars Project location in Dallas, TX. This is a hybrid position with three (3) days per week in the office and two (2) days remote. The successful candidate must reside in or relocate to Dallas.

## Travel

Local travel comprises 40% of this role, and 5% requires overnight travel (approximately 2 to 3 trips per year)

## EEO + Diversity, Equity, and Inclusion

ASP provides equal employment opportunities to all employees and applicants for employment without regard to race, color, creed, religion, sex, national origin, disability, age, genetic information, citizenship status, immigration status, or any other characteristic protected under any applicable federal, state, or local law. ASP will not tolerate discrimination and expressly prohibits any form of unlawful employee harassment based on Protected Characteristics.

## Background Checks

Before sending your resume for this position, please read it over for accuracy. Cooper Coleman verifies its candidates' employment and academic credentials at the time of offer, and our clients frequently conduct background checks before finalizing an offer.

## Submission Instructions *(read carefully)*

[Cooper Coleman](#) is leading this search on behalf of the All Stars Project. To apply, please [visit this link](#) ([www.coopercoleman.com/current-searches](http://www.coopercoleman.com/current-searches)). Nominations of qualified candidates can be sent to:

**John Toolan**

[john DOT toolan@coopercoleman.com](mailto:john.DOT.toolan@coopercoleman.com)

**Kindly use the position title as the subject line of your email.** All inquiries will be held in confidence.

**A cover letter is not required with your initial application but is welcomed to help us understand your fitness for and interest in this role during our initial evaluation.** Candidates invited for interviews will be asked to provide a thoughtful letter of interest indicating their specific qualifications for the opportunity, desire to join ASP, and connection to its mission.

*Cooper Coleman LLC is committed to providing equal employment opportunities to all qualified candidates and will refer candidates without regard to race, color, religion, national origin, sex, sexual orientation or identity, age, ability, veteran status, or any other legally protected basis.*

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## About Cooper Coleman

Cooper Coleman is a full-service recruiting and consulting firm partnering exclusively with nonprofit organizations, foundations, and research and academic institutions to drive meaningful growth. We move organizations *forward* by placing the right leaders in the right roles at the right time, and we help to strengthen management and fundraising capacity to amplify their mission and impact.

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