



**Center for Child Protection**

**Chief Development Officer**

*Austin, TX*

**Johnny Cooper, MPA, CFRE**  
Founder + CEO

[johnny@coopercoleman.com](mailto:johnny@coopercoleman.com)

## About the Center for Child Protection

The Center for Child Protection (CCP) in Austin, TX, is a nationally accredited children's advocacy center and the only nonprofit in Travis County involved in the investigation and prosecution of crimes against children. For over 30 years, CCP has provided a safe, child-friendly facility where children impacted by abuse or violence can receive trauma-informed services, including recorded forensic interviews, therapy, medical care, and crisis counseling—all completely free of charge in English and Spanish. In collaboration with CCP's Child Protection Team agency partners, the goal is to reduce trauma for these children while helping them and their families move forward toward hope and healing. The Center for Child Protection also provides free child abuse education programs for parents, professionals, and the wider community to promote awareness and prevention efforts. Together, with agency partners and an informed, engaged community, CCP is working to end child abuse in Travis County.

Founded in 1989, the Center plays a vital role in supporting children and families through a coordinated, trauma-informed response. It offers a wide range of free, bilingual services in a safe and child-friendly environment, including forensic interviews, on-site medical exams in partnership with Dell Children's Medical Center (CARE Clinic), and individualized therapy provided by a team of licensed professionals. The organization also provides community education and prevention programs, offering multilingual training sessions with continuing education credits to caregivers, educators, and other community members.

The Center serves three to five new children each day and conducted over 938 forensic interviews last year alone. Since its founding, it has supported more than 25,000 children. The statistics the Center shares underscore the urgency of its work: 53% of its cases involve sexual abuse, 95% of victims know or trust their abuser, and one in ten children will experience sexual abuse before turning 18. The Center operates primarily out of its Austin headquarters, with a satellite office in Lakeway providing additional services by appointment. All offerings are free of charge and accessible in both English and Spanish.

In addition to its direct services, CCP is deeply embedded in the Austin community, hosting a robust series of annual fundraising and awareness events. Through its Community Spotlight Series, it partners with local groups to extend support and education to families in need. By integrating compassionate care with legal, medical, and therapeutic services, the Center ensures that child victims of abuse receive the protection, healing, and justice they deserve.

## Position Summary

The Chief Development Officer (CDO) will lead the Center for Child Protection's comprehensive fundraising strategy to expand and diversify revenue in support of the organization's mission to end child abuse in Travis County. As a key member of the senior leadership team, the CDO will oversee individual giving, major gifts, special events, corporate sponsorships, and institutional partnerships, while serving as a strategic advisor to the CEO and board on philanthropic growth and donor engagement. This is a highly visible role that requires both big-picture strategy and hands-on leadership in donor stewardship, cultivation, and fundraising execution.

The CDO will manage and mentor a dedicated development team and collaborate across departments to amplify the Center's impact—especially its innovative prevention and education initiatives. The CDO will also serve as the lead strategist for the organization's signature fundraising events, including Dancing with the Stars Austin and PlayBingo Ladies Luncheon, which together raise over \$3 million annually. In addition to event revenue, the CDO will focus on building a stronger major gifts pipeline, increasing unrestricted support, and cultivating deeper, long-term donor relationships.

Because of the Center's mission, this work is emotionally charged and deeply personal. The next CDO must possess the emotional intelligence, self-awareness, and personal resilience to navigate the complexities of child abuse prevention and response. They will need to communicate about sensitive issues with compassion, clarity, and care—while empowering donors to be part of the solution. This is a rare opportunity for a courageous, collaborative, and strategic development leader to join a high-impact organization at a moment of transformation and growth.

## Essential Job Functions

### Fundraising Strategy + Leadership

- » Develops and implements a multi-year, comprehensive fundraising strategy to achieve revenue goals, ensuring alignment with the Center's mission, vision, and values.
- » Pursues support and resource initiatives to sustain Center operations.
- » Researches and pursues corporate and individual funding opportunities.
- » Develops a long-range funding strategy and plans with input from the Chief Executive Officer and Board of Directors.
- » Identifies and solicits funders for capital improvement projects for the Center.

### Donor Relations + Stewardship

- » Maintains historical information related to donor base, cultivations, meetings, and solicitations.
- » Develops and maintains relationships with a major donor portfolio.
- » Cultivates and stewards relationships with individual donors, major gift prospects, and institutional funders.

### Board Engagement

- » Collaborates with the CEO and Board to engage key donors and build fundraising capacity.
- » Provides regular reports and data-driven insights to leadership and the Board.
- » Develops, executes, and sustains community relationships in conjunction with other development staff.
- » Identifies and recommends potential Board members to the Board Development Committee.

### Team Leadership

- » Serves as a liaison to selected community organizations and entities as requested by the CEO.
- » Supervises the donor relations, corporate, events, and community data teams, building, mentoring, and managing a high-performing development team.
- » Initiates and conducts Center Friend Visits.
- » Serves on the Executive Management Team, attending biweekly Executive Team meetings.

- » Participates in the on-call manager rotation.
- » Represents the organization and speaks at community events, as requested.
- » Attends monthly staff meetings, other internal meetings, and community meetings, as assigned.
- » Maintains a comprehensive knowledge of the mission, core values, and vision of the organization and the children's advocacy model.
- » Performs other duties as assigned.

## Qualifications

- » Seven or more years of progressive experience in nonprofit fundraising, development, or philanthropy.
- » Bachelor's degree required; preference for studies in nonprofit management, business, marketing, communications, or related area, but all fields considered.
- » Proven success in securing major gifts, grants, and corporate sponsorships.
- » Strong, demonstrable leadership and team management experience.
- » Excellent relationship-building, communication, and public speaking skills.
- » Knowledge of donor databases (e.g., Raiser's Edge, Salesforce, or similar CRM).
- » Ability to develop and execute multi-channel fundraising campaigns.
- » Passion for the organization's mission and commitment to ethical fundraising.

## Leadership + Key Colleagues *(Please do not contact the organization or its leaders directly)*

### **Michael Torres** **Chief Executive Officer**

Michael Torres has been an integral part of the Center for Child Protection's story for more than three decades, but his unique qualifications and experience prior to joining the nonprofit paved the way for his success. When asked to look back at his life before joining the Center, Michael will always tell you that everything that came before was "leading towards my life's work in child protection and advocacy".

Michael, a native of Austin, graduated from the University of Texas with a Bachelor of Arts, majoring in Accounting and Psychology. He then spent several years working in the corporate sector before joining the Center in 1993 as a bookkeeper. Michael later worked as the Director of Operations before his promotion to Chief Operating Officer. In 2012, he took on the role of Executive Director before eventually stepping into the role of CEO in 2017.

Michael's personal connection to the devastating impact of child abuse, as well as his dedication to safeguarding children, provided the building blocks for his impactful tenure with the Center for Child Protection for the last 30 years.

Under Michael's leadership, the Center for Child Protection has successfully implemented a multidisciplinary approach that leverages the expertise of professionals in medicine, psychology, social work, and law enforcement. His strategic vision has been instrumental in fostering effective collaboration among these diverse fields, ensuring a seamless and comprehensive response to each child's needs. Michael's commitment, along with the invaluable contributions of our partners, enhances the Center's ability to provide holistic and impactful support for children and their families.

**Jolie Cady**  
**Chief of Community Engagement**

Jolie Cady serves as the Chief of Community Engagement at the Center for Child Protection, where she leads the strategic vision for the Fundraising & Events, Corporate Engagement, Donor Data & Giving Programs, and Education & Outreach teams. In this role, she oversees the planning and execution of fundraising events, donor campaigns, corporate engagement, data tracking and reporting, community outreach, and prevention education.

Jolie has been with the Center since 2012, rising through progressively senior roles before being named Development Director in 2017 and, more recently, Chief of Community Engagement in 2024. Under her leadership, the Development team has doubled in size, donor programs have been enhanced, and giving has grown across all initiatives. She is passionate about building authentic relationships, creating community impact, and advancing the Center's mission to protect children and support healing.

With 15 years of nonprofit experience, Jolie brings expertise in strategic planning, operations, data management, event production, and philanthropic program development. Before joining the Center, she worked in the Ambassador's Office at the U.S. Embassy in Canberra, Australia—an unforgettable experience that broadened her global perspective.

Jolie holds a Bachelor of Science in Political Science, with a minor in Business, from Texas A&M University. She lives in Dripping Springs with her college sweetheart, their two amazing sons, and two lovable dogs.

**Amanda Van Hoozer**  
**Chief Program Officer**

Amanda Van Hoozer is the Chief Program Officer for the Center for Child Protection, an accredited children's advocacy center that provides a child-friendly, specially equipped facility where children go for recorded forensic interviews, medical exams, counseling, and intervention during the investigation and prosecution of child abuse cases.

Ms. Van Hoozer received her bachelor's degree in government from the University of Texas Austin in 1989. She has been employed by the Center for Child Protection in Austin, Texas since 1996. The Center's mission is to reduce trauma for children during the investigation and prosecution of crimes against children. She has been a member of the Travis County Child Protection Team, a collaborative, multi-disciplinary approach to the investigation and prosecution of child abuse and neglect cases since its inception in 1991. The Child Protection Team includes law enforcement, caseworkers, prosecutors, medical professionals, and advocates, all mandated responders in child abuse and neglect investigations.

Ms. Van Hoozer has a Certificate in Non-Profit Leadership and Management, a Certificate in Strategic Management from the RGK Center for Philanthropy and is a Stewards of Children facilitator. Her work includes years of experience with Child Protective Services, where she developed an expertise in the different aspects of child abuse and neglect as both an investigator and a unit supervisor. Ms. Van Hoozer works closely with the Chief Executive Officer to achieve strategic alignment of the Center's short and long-term goals. This includes involvement in strategic planning, program development, team relations, board committee planning, government affairs, and community planning. Ms. Van Hoozer maintains public access certification for facility and assistance dogs and is a handler for the Center's facility dog, Mickler.

Ms. Van Hoozer speaks nationally on topics that include child abuse and multidisciplinary teams, using facility dogs in court, and developing effective services in the children's advocacy center environment. She has served as a representative on the Child Fatality Review Team and the Child Protection Team Training Committee. She has served on the Victim Services Task Force Executive Committee and is a past co-chair. Additionally, she has served as Advisory Committee Chair for the Children's Task Force of Central Texas.

## Reporting Relationships

The Chief Development Officer reports to the Chief Executive Officer and has the following supervisory responsibilities:

- » **Director of Donor Relations**
  - Donor Relations Associate\*\*
- » **Donor Relations Manager**
- » **Individual Giving Manager**
- » **Senior Manager of Giving Programs**
  - Database Coordinator
  - Community Data Coordinator (2)
- » **Corporate Engagement Manager**
  - Corporate Volunteer Associate
- » **Events Manager (2)**
- » **Event Support Associate**

*\*Bold indicates direct report*

*\*\* indicates part-time position*

## Location

This is a full-time, on-site position based in Austin, Texas.

## Compensation + Benefits

The salary range for this position is **\$160,000-170,000**. Center for Child Protection offers a generous benefits package which includes:

- » Medical insurance
- » Dental and Vision insurance
- » Life and AD+D insurance
- » Voluntary short-term disability insurance
- » Voluntary accident and critical illness insurance
- » Voluntary Life and AD+D insurance
- » Health Savings Account (HSA) for eligible employees
- » 401(k) retirement plan with employer contribution of 3% of base salary
- » Paid time off: 24 days; accrues at 8 hours of vacation and 8 hours of sick time per month; holidays; and employee birthday

As a reflection of our firm's commitment to equity and equal pay for all, Cooper Coleman 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.

## Submission Instructions *(read carefully)*

[Cooper Coleman](#) is leading this search on behalf of the Center for Child Protection. To apply, please [visit this link](http://www.coopercoleman.com/current-searches) ([www.coopercoleman.com/current-searches](http://www.coopercoleman.com/current-searches)). All expressions of interest should be made only through the online application. All inquiries will be held in confidence. Nominations of qualified candidates can be sent to Johnny Cooper at [johnny@coopercoleman.com](mailto:johnny@coopercoleman.com).

**A cover letter is not required with your initial application but is welcome 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 the Center for Child Protection, 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.*

## EEO + Commitment to Diversity and Inclusion

The Center believes that all persons are entitled to equal employment opportunity and does not discriminate against its employees or applicants because of race, color, religion, sex (including

pregnancy), national origin, ancestry, age, marital status, sexual orientation, citizenship status, disability, pregnancy, gender identity, protected medical condition, military status, genetic information, or any other basis prohibited by applicable federal, state or local law. This policy extends to all aspects of our employment practices, including but not limited to recruiting, hiring, training, discipline, promotion, transfers, compensation, benefits, leaves of absence, termination, and all other terms and conditions of employment.

## Background Checks + Credentials Verification

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. Due to the nature of the work involved, the Center for Child Protection conducts multiple background checks before finalizing an offer.

## Follow the Center for Child Protection + Stay Connected



[www.centerforchildprotection.org/](http://www.centerforchildprotection.org/)



[@center4cp](https://www.instagram.com/center4cp)



[www.linkedin.com/company/center4cp/](http://www.linkedin.com/company/center4cp/)



[www.facebook.com/Center4CP/](http://www.facebook.com/Center4CP/)



<https://www.youtube.com/user/cntr4childprotection>

## About Cooper Coleman

Cooper Coleman is a nationally ranked executive search firm partnering exclusively with nonprofit organizations, foundations, and cultural, research, and academic institutions. 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. Follow us to stay informed of new opportunities.



<http://www.coopercoleman.com/>



<https://www.linkedin.com/company/coopercoleman>