

DAVID M. PHILLIPS

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Executive with 30 years' experience in the not-for-profit sector. Utilizes solid relationship building skills, best practices, information technology, outcome measures and evaluation as tools to achieve impact. Identifies strategic areas of growth to gain market share and ensure stability, while fostering kindness and understanding among staff, board members, and those served.

- **Leadership**: Street-smart executive with a reputation for driving outcomes that result in improved services, revenue growth and an enhanced community profile. Committed to streamlining administrative processes, measuring and determining a risk-proposition and professionalizing agency protocols in preparation for growth and competition.
- **Fundraising**: Track-record of soliciting major and mega-gifts. Develops campaign strategies, marketing and communications materials, case content, and database design. Fosters and cultivates meaningful relationships with key supporters to ensure long-term investment and connectivity.
- **Turnaround Agent**: Capable of timely assessments and near-term agency recalibration. Willing to present a vision of excellence and engage staff and leadership to ensure successful outcomes.
- **Team Builder**: Understands the complexities of the not-for-profit sector and the need to nurture a talented/committed staff team that enjoys their work and exhibits passion for the mission, customers and community.
- **Capital Projects**: Supervises and consults on complex multi-phase master plans and construction projects. Represents agencies as the 'owner' and works hands-on with construction vendors to ensure high quality design/build outcomes. Facilitated master planning and visioning sessions.
- **Program Design**: Develops and launches new programs and can retool or retire programs no longer meeting targeted expectations.
- **Governance**: Works closely with volunteer leadership to develop a thoughtful fiduciary model that ensures agency oversight and macro input. Undertakes Board role and governance reviews, resulting in improved volunteer engagement.
- **Human Resources**: Willing to make tough decisions that emphasize accountability and results, while remaining flexible and open to ideas, opinions and options. Recruits individuals noted for integrity, work ethic, fun and commitment.
- **Special Events**: Originator and producer of large scale special events. Including fundraising galas, conferences and sports/athletic meetings. Directs logistics, security, technical, hospitality related and operational elements.

PROFESSIONAL EXPERIENCE

PRINCIPAL

Immersive1st Consulting, Jupiter, Florida.

December 2014 - Present

Provides guidance and counsel to organizations and businesses primarily in the immersive sector.

PRESIDENT & CEO

Jewish Federation of Palm Beach County, West Palm Beach, Florida.

March 2012 – November 2014

Large multi-dimensional community organization representing approx. 130,000 community members.

Impact: Designed and implemented successful capital campaign that exceeded goal and at the same time stabilized the unrestricted annual campaign. Managed agency turnaround by focusing on staff, structure, culture and building meaningful relationships. Represented agency at local, national and international forums.

PRESIDENT & CEO

Capital Camps & Retreat Center, Rockville, Maryland.

March 2001- March 2012

Jewish Community overnight camp and year-round retreat center located in Waynesboro, PA.

Impact: Turned around agency by mobilizing key volunteers/partners and creating a vision of excellence. Supervised a master planning process, \$22+ million capital campaign and multi-year construction project. Created a flagship Retreat Center and expanded Camp services. Directed improvements in fiscal management, operations, board development, governance, marketing and communications, facility management, strategic planning, advancement and staff supervision.

PROGRAM DIRECTOR

Jewish Community Center of Charlotte, Charlotte, North Carolina.

March 1998 - March 2001

Principle social & recreational agency of the Jewish community.

Impact: Developed innovative programs that encouraged pre-planning, evaluation and leadership engagement. Designed and implemented customer service upgrades. Day to day management included staff supervision, marketing and communications, fundraising, volunteer engagement, special events, budget and operations.

MAJOR GIFTS OFFICER

United Way of Allegheny County, Pittsburgh, Pennsylvania.

February 1996 - March 1998

Community fund raising agency of Allegheny County. Staffed the Early Childhood Initiative, a \$49.5 million program to provide quality pre-school education to low income families.

Impact: Lead staff with corporate/private foundations and key high-net worth individuals. Developed case outlines, strategy, marketing and communications plans. Designed fundraising database. Trained leadership for donor solicitation. Crafted unique approaches for non-traditional donors.

PROGRAM ASSOCIATE

University of Pittsburgh School of Social Work, Pittsburgh, Pennsylvania.

September 1994 - December 1996

Impact: Designed and coordinated continuing education programs. Designed database, facilitated program committees, designed/edited promotional magazine, managed conferences and special events.

CONSULTANT AND CAMP DIRECTOR

ARC Allegheny, Pittsburgh, Pennsylvania.

May 1994 - May 1995

DIRECTOR OF SPECIAL EVENTS AND PROGRAM SERVICES

Association for Jewish Youth, London, England.

February 1988 – June 1990

RESIDENTIAL SOCIAL WORKER

London Boroughs of Wandsworth and Greenwich, London, England.

August 1983 - January 1988

EDUCATION

MSW - Community Organization & Development, University of Pittsburgh School of Social Work, 1995.

BASW - Summa Cum Laude, University of Pittsburgh School of Social Work, 1994

PRESENTATIONS

Presentations to national leadership organizations include: BBYO International, Jewish Community Center Association, Foundation for Jewish Camping, Grinspoon Institute and United Way of America.

REFERENCES

Available upon request.