

immersive1st

DAVID PHILLIPS

Consultant with 30+ years' experience in the not-for-profit sector and corporate sectors. Utilizes relationship building skills, best practices, information technology, outcome measures and evaluation as tools to achieve impact. Identifies strategic areas of growth to help gain market share and ensure stability while fostering kindness and understanding.

PROFESSIONAL EXPERIENCE

Principal

Immersive1st Consulting, Jupiter, Florida.

December 2014 - Present

Consulting firm that works with organizations around issues related to governance, fundraising solutions, organizational analysis, program design and implementation, speech writing and thought partnering.

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: Oversaw a distressed agency turnaround by engaging staff and volunteers and focusing primarily on staff, organization structure/culture and building meaningful relationships.

Designed and implemented successful capital campaign that exceeded goal and at the same time stabilized the unrestricted annual campaign. Recruited staff talent following significant multi-year turnover. Represented agency at local, national and international forums.

President & CEO

Capital Camps & Retreat Center, Rockville, Maryland.

March 2001- March 2012

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, \$21+ million capital campaign and multi-year construction project. Oversaw improvements in fiscal management, operations, board development, governance, marketing and communications, facility management, strategic planning, advancement and staff supervision.

Program Director

JCC of Charlotte, Charlotte, North Carolina.

March 1998 - March 2001

Principle social & recreational agency of the Jewish & secular community.

Impact: Developed innovative programs with measurable impact, and a budget process that encouraged pre-planning and leadership engagement. Designed and supervised customer service upgrades. Day to day management included staff supervision, marketing and communications, fundraising, volunteers, special events, operations and fiscal management.

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/Camp Director

ARC Allegheny, Pittsburgh, Pennsylvania.

May 1994 - May 1995

Director of Special Events & 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 and Development, University of Pittsburgh School of Social Work, 1995

BASW - Summa Cum Laude, Dean's Scholar Award, University of Pittsburgh School of Social Work, 1994

PRESENTATIONS

American Camp Association, BBYO International, Girl Scout of Greater Atlanta, Sunrise Association, Hazon, FIDF, Jewish Community Center Association, Foundation for Jewish Camping, Grinspoon Institute, YMCA of Greater Orlando, United Way of America.

SELECT ARTICLES

- *The Consultant Dynamic*, ACA Magazine - July 2021
- *Mergers, Acquisitions and being blunt*, EJ-Philanthropy - November 2020
- *Strong Board-Weak Board*, ACA Magazine - July 2020
- *Nurturing emotional, social & mental health at camp*, with Avi Orlow, Jewish Advocate - January 2020
- *With Kind Regards, embracing our workplace values*, With SM Paul, EJ-Philanthropy – September 2018
- *Valuing an Interim Executive – an option worth considering*, with David Raphael, EJ-Philanthropy - July 2018