

Position Announcement



Little League

Vice President, Philanthropy

Little League

Williamsport, Pennsylvania

Reports To

EVP, Chief Marketing & Business Relationship Officer

Organization Profile

With headquarters in Williamsport, Pennsylvania, Little League is the first organized youth sports program in the world, and was founded in 1939 by Carl E. Stotz, a resident of Williamsport, Pennsylvania. During the spring of 1939, a total of 30 players formed three baseball teams, and Mr. Stotz along with a collection of volunteers from his neighborhood, embarked on the first season of Little League.

Little League International believes in the power of youth baseball and softball to teach life lessons that build stronger communities and individuals. Through divisions of Little League Baseball, Little League Softball, and the Little League Challenger Division, Little League provides opportunities for all children around the world to have a meaningful experience.

From just 30 players in that inaugural 1939 season to today, where millions of youth ages 4-16 participate in more than 6,000 local Little League programs in 80 countries around the world,

community is at its core and makes the program distinctive, unique, and unlike any other youth sports program that exists today.

Driven by its purpose to positively impact youth and communities, Little League is the world's most trusted esteemed youth sports program with a mission to inspire and favorably shape future generations. The core values of Teamwork, Community, Inclusion, Fun, and Integrity are at the heart of what millions of volunteers selflessly do each year to provide youth with a meaningful and rewarding experience.

Little League International structure includes its Headquarters in Williamsport, PA and Regional Operations Centers and Offices in the U.S. and throughout the world. The United States is divided into five regions (Eastern, Central, Southeastern, Southwestern, and Western). Internationally, four Regional Centers and Offices – Canada, Europe and Africa, Latin America and Caribbean, and Asia Pacific – oversee program operations in various countries.

Community-based Little League programs are organized and operated by a core of local volunteers. Local leagues within a defined area collectively comprise a District (a geographical area usually encompassing 10-20 leagues); and the most important component is the local Little League. The organization supports local programs with training, skill development resources, background checks, strategic vision, grant funding, and other infrastructure needed to create amazing experiences.

Each summer, the Little League season culminates with the most popular and distinct tournament play in all of youth sports. Local community teams compete in the Little League International Tournament, which culminates with seven World Series events showcasing the organization's core values. With more than 350 games broadcast on ESPN platforms, the Little League Baseball World Series (Williamsport, PA); the Little League Softball World Series (Greenville, NC); the Intermediate 50/70 Baseball World Series (Livermore, CA); the Junior League Baseball World Series (Taylor, MI); the Junior League Softball World Series (Kirkland, WA); the Senior League Baseball World Series (Easley, SC); and, the Senior League Softball World Series (Lower Sussex, DE) provide unmatched experiences that lead to memories lasting a lifetime for children from around the world.

The organization is currently launching a new strategic plan, supported by proprietary research and long-term goals and objectives. This body of work has positioned the organization for continued leadership and growth in youth sports and important priorities that support programmatic experiences, partnerships, community and volunteer engagement, and long-term development of signature events.

In addition to providing Little League administrative operations, the organization operates the Peter J. McGovern, *World of Little League Museum* which proudly documents the rich history of the program as well as numerous interactive exhibits.

Since the first Little League game played in 1939, more than 40 million children have benefited from the life lessons learned on the Little League field to become accomplished citizens throughout the world, as public officials, professional athletes, award-winning artists, and a variety of influential members of society. Under the governance and direction of the International Board of Directors, Little League is committed to the continued focus on innovation and strategic growth to support greater access to our program and to provide quality experiences for players, families, and volunteers.



Philanthropy

For nearly 85 years, children around the world have benefited from the experience of Little League. As the most trusted organization in youth sports, Little League believes in bringing the benefits of playing Little League to as many children and communities as possible.

Little League launched its formal fundraising efforts in 2025 with opportunities to support several key funding priorities, ranging

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from Disaster Relief and Equipment Support to Volunteer Recognition and the World Series Experience. These identified priorities are part of the organization's efforts to support its mission and build more opportunities for kids to play. As a 501(c)3 non-profit, Little League is a tax-exempt organization.

The Impact of Philanthropy

Throughout the course of the 2025 and 2026 season, Little League and its more than one million volunteers stepped up to the plate to make a difference. Trusted by parents all around the world each year, what sets the organization apart is that Little League is a mission-driven nonprofit focused on delivering a safe, fun, and positive experience for their kids. Funds raised are used to remove barriers and create access and opportunities for kids to experience the Little League program, and Little League continues to take the necessary steps to support players, leagues, families, and communities. Thanks to the support and dedication of donors and supporters, Little League has raised over \$8 million in donations and committed funds, helping to make a meaningful impact to the individuals and communities it serves.



Position Summary

The Vice President, Philanthropy will serve as the lead fundraiser for the organization, developing strategies for all fundraising and development initiatives and activating opportunities to drive support for strategic priorities through fundraising activities. This position oversees all aspects of fundraising, including individual giving (annual giving, major gifts, planned giving, and principal gifts), corporate and foundation engagement, philanthropy operations, and donor stewardship through industry best practices and alignment with Little League's unique structure.

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The Vice President will focus on cultivating and securing major and principal gifts while developing the strategy and infrastructure necessary to establish a robust planned giving program. Success in this role will require a technical knowledge of donor strategies, complex gift structures, and financial prowess, as well as the ability to translate these opportunities into meaningful philanthropic partnerships with donors. Additionally, the Vice President will develop annual plans, aligned with the organization's strategic priorities, to ensure that all fundraising operations grow and mature into a fully functioning, robust, and sustainable department serving to increase philanthropic revenue and support the organization's goals, objectives and strategies. The Vice President, Philanthropy will work closely with executive leadership including the President & CEO; Executive Vice President; Chief Legal Officer; Senior Executive, Strategy, Vice President, Finance; the International Little League Board of Directors; and, other leaders including Marketing and Communications, Operations, Finance, Information Technology and Human Resources.



Specific Responsibilities

Generate Philanthropic Revenue Through Active Fundraising, Development and Donor Stewardship

- Identify, research, cultivate, and solicit prospective high net worth individuals, and foundation prospects for donations to support strategies and programs.
- Serve as lead fundraiser for the organization. Develop key donor relationships, procure gifts and opportunities for programmatic support on an ongoing basis.

- Demonstrate consistent stewardship to engage donors and create models to tailor individual fundraising opportunities with each constituent.
- Create and lead all fundraising campaigns, working closely with executive leadership to align campaigns with Little League seasonality, affinity groups, and volunteers.
- Set fundraising goals for each campaign and track appropriately; execute the campaign planning and objectives.
- Work closely with the Marketing Partnerships team, and in accordance with the Corporate Gift Acceptance Policy, on all corporate fundraising opportunities and associated programming strategies.
- Collaborate with the Marketing and Communications team to develop annual philanthropy marketing calendar, develop materials, website, online donation campaigns, events, and other content to increase awareness, demonstrate programming impact, present case for support and testimonials, launch campaigns, and create joint fundraising strategies as appropriate.

Align Philanthropy to Support Organization's Strategic Plan

- Develop fundraising strategies and implementation plan for major gift donors, corporations, and foundations that support the organization's strategic plan and initiatives.
- Create fundraising strategies to drive revenue generation and sustainability of strategic initiatives.
- Build and lead a modern planned giving program focused on identification, cultivation, solicitation, and stewardship efforts.
- Develop appropriate fundraising models using donor stewardship approaches, aligned with Little League alumni and volunteer network (e.g., Little League Affinity Groups).
- Manage grant making function, overseeing key staff, aligning donor and operational investments with programmatic initiatives. Create storytelling opportunities from all grant programs.
- Actively engage in the implementation of Corporate Partnership donation programs, under the direction of the Marketing Partnerships team.
- Create the organization's annual impact report alongside annual giving appeals.

Philanthropy Operations Imperatives

- Advise and present to the President/CEO, EVP, and broader functional leadership teams regularly on the fundraising efforts against revenue goals, ensuring consistent discussion related to donor interest.
- Operationalize the philanthropic policies of the organization, ensuring all departments are appropriately managing donations, legal requirements, donor relationships and reporting.
- Support and collaborate with internal and external constituents and colleagues to educate, present, and promote organizational fundraising objectives.
- Create philanthropy and grant making standard operating policies, procedures and best practices for the organization; collaborate with executive leadership including marketing, finance, legal, and IT to develop sound procedures and policies that support all gifts and donations, documentation, and reporting requirements.
- Create strategy for investment opportunities, endowments, quasi endowments and other donation opportunities.
- Develop appropriate procedures and reporting of all gifts, in accordance with tax and legal requirements.
- Oversee the department's budgets, using metrics, dashboards and benchmarking to enable on-going accountability in fundraising and programmatic expenses. Demonstrate fiscally responsible approach to expenditures.
- Carefully monitor trends and requirements in philanthropy, tax, and estate planning regulations, institutional and foundation giving, and apply ongoing knowledge accordingly to develop new programs which are responsive to the fundraising needs of Little League. Participate in additional training and certification opportunities.



Philanthropy Department Engagement and Oversight

- Create a culture of philanthropy within the organization and amongst its various constituents, educating and communicating to all staff on plans, strategies, and progress.
- Manage team to ensure appropriate resources to generate philanthropic gifts and grow donor pipeline. Current team includes Database Coordinator and Grants Manager. Additional positions will be supported under the long-term philanthropic development plan.
- Partner with the EVP to recruit, lead, maintain, and support a team of fundraising and philanthropic operations professionals, to implement annual fundraising plans and long-term strategies to achieve fundraising goals.
- Manage all philanthropy operations ensuring appropriate financial, legal and internal policies are implemented. Conduct review of all fundraising activities to maintain the highest ethical standards.



Qualifications

Qualities and experiences that ideal candidates should display include:

- Strong proactive leadership skills and experience in building, managing, mentoring, and leading team members to achieve and exceed ambitious fundraising goals.
- Proven experience, with success in securing major gifts (defined as individual gifts over \$100K+) from major gift donors, corporations and foundations.
- Demonstrated experience building relationships with individuals, alumni, community, family, and private foundations.
- Willingness to engage in additional training for fundraising including obtaining professional certifications.
- Experience in aligning strategic plans, programs, and capital improvements with fundraising initiatives.
- Knowledge and experience in developing fundraising within an organization and technical knowledge to advise the organization on fundraising trends including finance, legal, IT, donor research and other best practices.
- Strong metrics orientation and financial acumen, including proven skills in budget management, goal setting, and accurate reporting of performance against those goals.
- Requires strong organizational and time management skills including the ability to prioritize workload and complete multiple projects as needed.
- Demonstrate good judgement and high integrity.

- Knowledge and passion for the mission and values of Little League and a desire to continually broaden and deepen the organization's impact.
- Youth sports enthusiast with understanding of complexities of the youth sports industry. Experience in athletic advancement a plus.
- Collaborative, inclusive, and team driven.
- Comfortable working independently, leading presentations and engagements with potential donors.
- Strong management and supervision skills and the ability to effectively set priorities, monitor performance, and multi-task.
- Ability to thrive in a fast-paced environment.
- Major tasks, duties and requirements may be revised at any time. Additional duties as assigned.
- Must be receptive to new training and continuing education.

Required Education and Experience

- Bachelor's degree in business, communications, philanthropic studies, non-profit management, or equivalent is required.
- At least 15 years of proven experience in direct fundraising of major gifts, planned giving and proven donor stewardship.
- Experience in leadership, including non-profit administration.
- Must have strong working knowledge of CRM fundraising databases (e.g., Raiser's Edge preferred and other relevant philanthropic operations technologies).
- Thorough knowledge of Windows-based computer applications and database functions.
- Proficiency with Microsoft Office suite (Word, Excel, PowerPoint, Project, Teams, etc.) and Google applications (Docs, Sheets, presentations, and Forms).

Preferred

Preference will be given to candidates that also display one or more of the following:

- An advanced academic degree (JD, MBA, MPA, etc.).
- Fundraising certification (CFRE, ACFRE, FAHP, CSPG, CAP etc.).
- Experience working closely with organizational leadership.

Memorandum

The salary and benefits are competitive and commensurate with experience and qualifications. Paschal•Murray supports the commitment of our client in encouraging applicants from diverse backgrounds and cultures. As a condition of employment, our

client reserves the right to conduct background verification including academic, work, driving, credit, and criminal histories.

This position announcement is not intended to be an exhaustive list of all responsibilities and requirements. It is presented as a fair reflection of the principal job elements.

Nominations and applications are welcome. Please send résumé and cover letter as separate documents attached to an e-mail message to:

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