



Mission: *“To stand as an operational model of excellence and sustainability, equipping our network partners with the financial strength and resources to deliver lifetime care that enhances the purpose and well-being of people with disabilities, their families, and our community.”*

www.kinexion.org
Port Jefferson, NY
In-Person Employment

Executive Director of Philanthropy

THE OPPORTUNITY



Kinexion serves as the management service organization (MSO) for a network of seven well positioned affiliate organizations delivering high-quality, person-centered services for people living with intellectual and developmental disabilities and their families. Kinexion strengthens each affiliate by providing centralized and shared services in fundraising, leadership, operations, finance, information technology, human resources, corporate compliance, purchasing, maintenance, and logistics. This shared-services model supports financial security, reduces operational costs, and allows greater opportunities for affiliates to invest in sustainable growth and personal care.

Kinexion seeks an entrepreneurial and collaborative Executive Director of Philanthropy (Executive Director) to develop and execute a robust fundraising program in support of Kinexion’s seven-affiliate

network. The ideal candidate will play a critical role in designing and leading philanthropic strategies for Kinexion and its network, ensuring synergy and maximizing return on investment for both local and network-wide fundraising programs. The candidate will galvanize a coordinated partnership strategy that aligns Kinexion's work with the needs of its affiliate network, maximizes joint opportunities, and strengthens Kinexion's collective philanthropic impact.

The Executive Director will lead the diversification of philanthropic income sources, including individuals, corporations, and foundations, to ensure Kinexion's long-term financial growth and sustainability. The candidate will build and manage a comprehensive fundraising program including major and planned gifts, annual and recurring giving, strategic partnerships, and special events. In parallel, the successful candidate will strategically engage the President and CEO, Chief Operating Officer, Affiliate Executives and Board members in donor outreach and philanthropic activities, providing meaningful activities and effective support. The candidate will lead Kinexion's development team to raise \$10 million annually, with an anticipated goal of increasing philanthropic income by \$3 million to \$5 million in the next three to five years.

In support of the newly created Kinexion Foundation, the ideal candidate will serve as primary liaison to the Kinexion Foundation's Board of Directors, supporting board development, governance, and fundraising. The candidate will manage the Foundation's annual budget in collaboration with Kinexion's finance team, ensuring fiscal integrity, transparency, and sustainability for a \$350 million network.

With a proven track record of personal solicitation and diversification of income sources, this results-oriented leader will understand how to navigate a collective fundraising operation that spans multiple entities and will bring both the sophistication and adaptability needed to build a cohesive approach to philanthropy across the network.

The Executive Director will report to the President and CEO, Walter W. Stockton, and have accountability to Kinexion Foundation's Board of Directors. The candidate will lead a team of seven development professionals in annual campaigns, major gifts, foundations, corporate giving, special events, and recurring giving models. The ideal Executive Director will partner closely with the President and CEO, COO, board members, and affiliate leaders to deepen engagement, inspire giving, and further strengthen a culture of robust philanthropy across the organization. In addition, the successful candidate will partner with Kinexion's fundraising counsel, CCS Fundraising.

Kinexion has retained [Freeman Philanthropic Services, LLC](#) to assist with this important recruitment.

ABOUT KINEXION

A collective of seven respected affiliates providing a continuum of care for people living with intellectual and developmental challenges, Kinexion is a Management Services Organization (MSO) that powers a \$350 million network with 3,200 employees serving approximately 6,500 individuals across Long Island. The Kinexion name reflects the power of connection, informed by the voice of people with special needs, their families, and community partners. Kinexion's tagline, A Family of Services, A Lifetime of Care, underscores the organization's commitment to offering support that follows each person throughout their life.

KINEXION'S AFFILIATES

Independent Group Home Living Program (IGHL) – Founded in 1978, IGHL provides lifetime residential, day habilitation, and vocational supports for 1,200 people across 54 group homes and 13 day-programs. Supported by 1,062 employees, IGHL operates on an \$82 million budget to help people reach their full potential and contribute to their communities.

The New Interdisciplinary School (NIS) – Established in 1976, NIS is an early childhood learning center serving more than 350 children, including those with special needs. Located in a 35,000-square-foot child-centered facility, NIS offers infant and toddler care, nursery school, Universal Pre-K, and early intervention programs, supported by 165 employees on a \$12 million budget.

Angela’s House – Founded in 1992, Angela’s House supports 700 medically fragile and chronically ill children, helping families navigate complex healthcare needs. The organization operates on a \$4.1 million budget.

The Center for Developmental Disabilities – Operating since 1958, The Center provides comprehensive support for adults, including residential, day habilitation, vocational, community habilitation, and a children day program and residential program. It serves 363 people with a staff of 523.

Maryhaven Center of Hope – Established in 1929, Maryhaven supports 700 people with intellectual and developmental disabilities through residential, day habilitation, and vocational programs. The organization employs 705 and manages a \$74.4 million budget.

East End Disability Associates (EEDA) – Founded in 1993 by parents advocating for their children, EEDA serves 770 individuals with intellectual and developmental challenges. With 848 employees and a \$39 million budget, EEDA provides innovative programs that celebrate individuality and support personal growth.

Head Injury Association (HIA) – Founded in 1988, HIA increases awareness of traumatic brain injuries and supports 488 individuals with TBI and intellectual or developmental differences. Through residential and community-based programs, the organization provides 488 participants with the necessary medical, rehabilitation, vocational, and recreational support. HIA employs 427 staff members and operates on a \$33.3 million budget.

To learn more about Kinexion, its affiliates, and impact, visit [Kinexion’s website](#).

NETWORK VALUES

Kinexion is committed to a series of network values that guides its mission in every regard:

- **Focus on the whole person**
- **Deliver excellence, every day**
- **Put families first**
- **Embody care and compassion**
- **Embrace innovation**
- **Foster collaboration and respect**
- **Maintain sustainability in a changing landscape**

EXECUTIVE LEADERSHIP



Walter W. Stockton, President and Chief Executive Officer

Born and raised in Pennsylvania, Walter W. Stockton earned his degree in Psychology from California State University in Pennsylvania. Upon graduation, he accepted a position at Maryhaven Center of Hope in Port Jefferson Station, New York, as the Director of Recreation, where he subsequently served as Director of Residential Services.

Upon earning a master's degree in special education at Adelphi University, Stockton became an Assistant Professor in the Department of Health Careers at Suffolk County Community College in Selden, New York. He also served as the Program Director of the Therapeutic Recreation Leadership Program and initiated a Community Residence Management curriculum for the college.

In 1978, Stockton established IGHL after receiving an initial one-to-one grant to convert a private home on Long Island's North Shore into a residence for eight adults living with developmental challenges who previously resided in the Willowbrook State School. Today, IGHL operates more than 80 homes and 25 day-habilitation programs, including a 32-bed skilled nursing facility, and has built a network infrastructure that allows providers to work in solidarity to realize significant efficiencies.

Stockton served as a member of the Quogue School Board for 18 years and as its President for five years. He is currently the President of the Alliance of Long Island Agencies, Inc., and is the Secretary/Treasurer of the Advance Care Alliance (ACA). ACA is a care coordination organization currently supporting more than 25,000 individuals living with intellectual and developmental challenges in the downstate New York area. Stockton has also been elected Chairman of TriADD/MyCompass, a developing statewide managed care organization that will eventually support more than 65,000 people with special needs throughout New York State.



Mary Beth Lichtneger, Chief Operating Officer

Mary Beth Lichtneger began her career in finance right out of college and gained high-level experience working for Deloitte and Touche and First Data Corp. She then transitioned to the not-for-profit community, partnering with President and CEO Walter Stockton at Independent Group Home Living Program as the organization grew from one residential home to 80 homes and 25 day-habilitation programs.

When the pandemic struck, Stockton realized the risk that not-for-profit organizations faced in closing their doors, and partnered with Lichtneger to create a network infrastructure to manage shared services and administration. This network – Kinexion – has allowed seven not-for-profit organizations to continue their important work and maintain their executive leadership while working in solidarity to realize significant efficiencies and economies of scale.

As COO at Kinexion, Lichtneger managed all the behind-the-scenes restructuring. She onboarded 3,200 employees into one centralized HR system and negotiated a robust benefits package as a larger entity. She consolidated and streamlined finance, IT, logistics, and purchasing under the management service organization, taking on administrative tasks that could require up to 25 to 40 percent of revenue for each organization.

Lichtneger has served on the Board of Directors, as Treasurer, for both YMCA Long Island and Empowerment Collaborative of Long Island (ECLI) - Victims Information Bureau of Suffolk (VIBES), a not-for-profit that provides trauma-informed care to empower and assist individuals in the healing process.

An avid athlete, Lichtneger puts her passion to use in supporting the community. She has completed four Ironman races, with proceeds going to various local charities. Lichtneger's triathlon teams, the Wildwood Warriors and Ironfit Endurance, also do volunteer projects throughout the year.

Lichtneger graduated from Pace University summa cum laude.

Board of Directors

The Board of Directors is composed of dedicated and engaged leaders committed to Kinexion's mission, vision, and continued growth. The board is made of a diverse group of business leaders, philanthropists, community leaders, and executives from Long Island.

To view the complete list of Kinexion's Board of Directors, visit [Kinexion's website](#).

REPORTING AND IMPORTANT RELATIONSHIPS

The Executive Director will report to the President and CEO, Walter W. Stockton, and have accountability to Kinexion Foundation's Board of Directors. The candidate will lead a team of four direct reports – Senior Director of Development, Director of Development, Director of Development, and Director of Development and Grant Writer – with oversight of an additional three individuals – Database Coordinator and Donor Relations Officer, Development Specialist for IGHL and The Center, and Development Specialist for EEDA and Maryhaven.

The Executive Director will serve on Kinexion's Executive Leadership Team, working in partnership with the President and CEO, Chief Operating Officer, Chief Financial Officer, Chief Logistics Officer, Chief Compliance Officer, and the seven executive directors of Kinexion's affiliates. The successful candidate will collaborate closely with all affiliate leaders to align their individual fundraising strategies with Kinexion's network-wide priorities and goals. In addition, the successful candidate will partner with Kinexion's fundraising counsel, CCS Fundraising.

FINANCIAL OVERVIEW

Kinexion is poised for continued impact and philanthropic revenue growth. The organization has substantial revenue from individual and major giving, raising approximately \$10 million on an annual basis.

Based on wealth screening and a fundraising assessment, Kinexion seeks to diversify philanthropic income sources over the next three to five years, with an anticipated goal of raising an additional \$3 million to \$5 million annually.

KEY OPPORTUNITIES

The Executive Director will be an inspirational leader with the demonstrated track record to raise philanthropic funds for operations. S/he will have the following responsibilities.

Strategic Leadership and Vision

- Develop an in-depth understanding of Kinexion's mission, vision, and strategic priorities, and the vision and priorities of its seven affiliates.
- Define and execute long-term strategies that strengthen Kinexion's Management Service Organization (MSO) model and enhance affiliate impact.
- Serve as a thought leader and advocate for inclusive, person-centered care across the social services sector.
- Participate on the Executive Leadership Team, contributing to overall system-wide initiatives.
- Lead a coordinated partnership strategy that aligns seven affiliate needs, maximizes joint opportunities, and strengthens the organization's philanthropic impact.
- Provide transparent and effective leadership to the development team, offering inspired mentorship and guidance.

Fundraising and Development

- Lead a comprehensive development office focused on the diversification of philanthropic income sources, including individuals, corporations, and foundations, with the goal of raising an additional \$3 million to \$5 million annually.
- Further build a comprehensive development program, including major and planned gifts, annual and recurring giving, strategic partnerships, and special events.
- Develop and scale recurring giving models and strategic partnership opportunities that create predictable, sustainable revenue streams for the organization.
- Design philanthropic strategies and best practices with Kinexion affiliates, strengthening the culture of philanthropy across the Kinexion network while enhancing efficiency and maximizing return on investment for local and network-wide fundraising programs.
- Create and carry a personal portfolio of existing donors while systematically identifying and soliciting new individual, corporate, and foundation prospects.
- Strategically engage the President and CEO, COO, and board members in donor outreach and philanthropic activities, providing meaningful activities and effective support.
- Oversee prospect research and discovery to expand and diversify the prospect base.
- Oversee grant writing and reporting processes, ensuring alignment with funder priorities and compliance requirements.

Communications and Branding

- Manage the development of compelling fundraising communications, including case statements, impact reports, donor appeals, and digital content.
- Represent Kinexion and the Foundation at public events, conferences, and donor meetings.
- Cultivate relationships with community leaders, corporate partners, government agencies, and philanthropic institutions to expand Kinexion's influence and visibility.

Governance and Financial Leadership

- Serve as the primary liaison to the Kinexion Foundation's Board of Directors, supporting board development, governance, and active participation in fundraising.
- Maintain compliance with all regulatory, legal, and ethical fundraising standards.
- Develop and manage the Foundation's annual budget in collaboration with Kinexion's finance team, ensuring fiscal integrity, transparency, and sustainability for a \$350 million network.
- Identify opportunities for revenue diversification, cost savings, and reinvestment in direct services.

IDEAL QUALITIES AND CHARACTERISTICS

In addition to the demonstrated ability to meet and exceed the responsibilities listed in the preceding section, the ideal candidate will possess the following experience and attributes:

- Deep appreciation for, and an ability to articulate eloquently, Kinexion's vision and aspirations, with a connection and affinity for its impactful work;
- Stature, fundraising expertise, and authenticity to gain the trust and confidence of the President and CEO, COO, Kinexion Board of Directors, and executive leadership and staff across the Kinexion network;
- Demonstrated track record in identifying, cultivating, soliciting, stewarding and securing philanthropic support;
- Extensive not-for-profit development leadership experience, preferably for a foundation or multi-affiliate network;

- Collaborative leadership with the ability to create and foster a culture of philanthropy across the Kinexion network;
- Capacity to lead by influence by articulating a clear vision that will motivate and inspire Kinexion leadership, the Kinexion network, the board, volunteers, donors, and external constituencies;
- Strategic and tactical leader with a demonstrated track record of increasing revenue and diversifying sources of support;
- Inspirational leadership with the demonstrated ability to recruit, motivate, mentor, and leverage a team's existing capacity to strengthen performance and inspire dedication;
- Ability to elicit, understand and synthesize information and translate this information into compelling cases for support that motivate constituencies to give;
- Proven track record of providing strategic direction and operational management of fundraising initiatives, resulting in marked improvement in execution and significant revenue growth;
- Passionate advocate who brings the proven ability to engage others in a manner that generates excitement, shared purpose, trust, and meaningful action;
- Excellent communication (writing, speaking, presentation, and listening) skills and keen attention to detail, with the ability to effectively communicate with key internal and external constituencies;
- Advanced proficiency in donor management systems, including platforms such as Raiser's Edge and Salesforce; and
- Bachelor's degree required.

DIVERSITY

Kinexion is an Equal Opportunity Employer and is committed to providing equal employment opportunities without regard to race, creed, color, religion, national origin, sex, sexual orientation, pregnancy, marital status, age, veteran status, medical condition or disability, genetic information, gender identity, or any other protected status under federal, state, or local law.

COMPENSATION AND BENEFITS

The compensation and benefits package will be competitive and commensurate with the successful candidate's background and experience. The compensation for the position is \$225,000 to \$275,000. For extraordinary candidates, Kinexion may consider higher compensation.

CONFIDENTIAL INQUIRIES AND HOW TO APPLY

Kinexion has retained Freeman Philanthropic Services, LLC (FPS) to assist in this executive recruitment. FPS is a national leader in recruitment for the nonprofit sector and related concerns and brings a proven track record of recruiting top talent to diverse institutions.

Please send all confidential inquiries, applications, and nominations directly to FPS via email at Kinexion@glfreeman.com.

All applications must include (1) an up-to-date resume (2) a letter of intent (addressed to FPS) that specifically cites the experiences that best prepare the applicant for this role and why this particular opportunity is the logical and desired next step in his/her career, and (3) a list of references. Additional materials and information will be requested during the search and interview process.