



CROSSPURPOSE

Director of Major Gifts 2024 Job Description

Scope and Position Responsibilities

The Director of Major Gifts will play a pivotal role in advancing the mission of CrossPurpose by leading the major gifts fundraising efforts. This position will focus on building and maintaining relationships with high-net-worth individuals, foundations, and other donors who are aligned with our organization's values and mission. The successful candidate will be responsible for developing and implementing comprehensive major gifts strategies, building and managing a portfolio of major donors, and collaborating with key stakeholders to achieve fundraising goals. This person will work closely with the CDO to actively drive fundraising efforts.

Department: Development

Supervisor: Chief Development Officer

Direct Reports: 1-3 (year 1)

Indirect Reports:

Major Areas of Responsibility

- Develop and implement a strategic plan for major gifts fundraising, aligned with the overall development goals of the organization.
- Identify and prioritize potential major donors, both individual and institutional, who share a commitment to the organization's mission.
- Help donors accomplish their philanthropic goals and ambitions through a deepening relationship with CrossPurpose.
- Secure major gifts at the \$100,000+ level.
- Create and execute cultivation and stewardship events that provide opportunities for donors to connect with the organization's leadership and programs.
- Manage a portfolio of major donors, ensuring personalized attention and effective communication to nurture long-term relationships.
- Develop tailored solicitation strategies for each major donor, considering their philanthropic interests and capacity.
- Collaborate with the executive leadership team, board members, and other key stakeholders to align major gifts strategies with overall organizational goals.
- Provide regular updates on major gifts activities, progress, and achievements to internal and external stakeholders. Cultivate and steward a portfolio of prospects and donors; identify, qualify, cultivate, solicit, and steward donors
- Assist in writing gift proposals and make explicit invitations to acts of generosity.
- Track and record donor activity and touchpoints within the Salesforce database.
- Contribute to the goal setting and planning of the major gift strategy.
- Participate actively in CrossPurpose staff meetings, cross-departmental projects, initiatives, etc.



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- Report and communicate performance metrics relevant to portfolio revenue, actions, retention, etc.
- Other duties as assigned, including assistance with donors events and outreach, as needed.

Qualifications

- 7+ years of successful nonprofit fundraising experience in a large non-profit organization preferred - with a proven track record of success in major gifts fundraising, focusing on securing substantial gifts from high-net-worth individuals and foundations
- Minimum of 5+ years of managing a team in a nonprofit organization
- Bachelor's degree; advanced degree or certification in fundraising is preferred
- Strong understanding of and alignment with the organization's faith-based mission and values
- Excellent interpersonal and communication skills, with the ability to build authentic relationships with donors and stakeholders
- Demonstrated strategic thinking, planning, and execution skills in the context of fundraising
- Strong verbal communication skills
- Ability to work in a team environment
- Ability to problem-solve, multi-task, complete work on time and work independently
- Ability to become proficient quickly in Google G Suite and other software.
- Deep passion for the CrossPurpose mission and values.

Hours, Compensation and Benefits

Hours: 40 hours (flex schedule, hybrid role options)

Salary/Wage : \$97,000 - \$116,400

Performance Bonus: Unique compensation bonus structure in addition to annual salary.

Vacation: 15 days per year, plus the office is closed Christmas Day - New Years Day and staff have limited duties

Sick Days: 6 days per year

Insurance Benefits: Health, dental, vision, workers compensation, unemployment, short term disability, long term disability

These and other benefits are discussed in more detail in our Employee Handbook.