



Vice President of Major Gifts 2025 Job Description

Scope and Position Responsibilities

The Vice President of Major Gifts will serve as a senior leader within CrossPurpose's Development Department, advancing the mission of the organization by leading, scaling, and overseeing the major gifts program. This position will design and execute high-level strategies to engage, cultivate, solicit, and steward transformational donors, with a strong focus on six- and seven-figure philanthropic investments. The Vice President will play a key role in shaping organizational fundraising strategy. This leader will ensure that major gifts fundraising is aligned with overall development goals and long-term growth plans.

Department: Development

Supervisor: Chief Development Officer

Direct Reports: Up to 3

Major Areas of Responsibility

Strategic Leadership

- Develop and oversee a comprehensive major gifts fundraising strategy, aligned with organizational vision and revenue goals.
- Provide leadership and coaching to the Major Gifts team, setting goals, metrics, and professional development plans.
- Partner with the CDO on long-term philanthropic growth strategies, including capital campaigns and legacy initiatives.

Donor Engagement & Portfolio Management

- Manage a personal portfolio of high-capacity donors and prospects, with a focus on securing gifts of \$250,000–\$1M+.
- Build and sustain authentic, long-term relationships with high-net-worth individuals, family foundations, and institutional funders.
- Oversee creation and execution of cultivation and stewardship experiences that connect donors to CrossPurpose's vision and impact.

Collaboration & Organizational Alignment

- Work closely with the Chief Development Officer, CEO/President, Board of Directors, and Executive Team to engage donors at the highest levels.
- Partner cross-departmentally to gather programmatic impact data and stories that inform compelling donor proposals.
- Serve as an ambassador for CrossPurpose at key donor events, public engagements, and community gatherings.



Management & Reporting

- Lead a growing team of major gift officers, ensuring excellence in prospect identification, qualification, solicitation, and stewardship.
- Establish and monitor OKRs related to major gifts revenue, donor retention, and donor movement through the pipeline.
- Oversee systems for accurate donor tracking, reporting, and forecasting using Salesforce.

Other Responsibilities

- Draft and review high-level gift proposals and customized donor strategies.
- Contribute to organization-wide development planning and special fundraising initiatives.
- Perform other duties as assigned by the CDO, including leadership support for major events.

Qualifications

- 10+ years of successful nonprofit fundraising experience, with at least 7 years focused on major gifts at the six- and seven-figure level.
- Minimum 7 years of proven leadership experience, including managing and scaling high-performing fundraising teams.
- Bachelor's degree required; advanced degree or CFRE preferred.
- Demonstrated ability to design and execute comprehensive major gifts strategies and close transformational gifts.
- Excellent communication and interpersonal skills, with the ability to influence and inspire high-capacity donors.
- Strategic thinker with strong planning, execution, and analytical skills.
- Strong alignment with CrossPurpose's faith-based mission and values.
- High proficiency in Salesforce and Google G Suite (or ability to quickly learn).
- Deep passion for advancing CrossPurpose's mission of economic and spiritual flourishing.

Hours, Compensation, and Benefits

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

Salary/Wage: \$120,000 - \$168,000 Annually (VP III - IV)

Performance Bonus: Up to \$50,000

Vacation: 20 days per year, plus the office is closed Christmas Day - New Year's 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.