

Position Announcement

Philanthropy Officer, Major Gifts

Promises2Kids

San Diego, California



Reports To

Director of Philanthropic Operations

Organization Profile

Located in San Diego, California, Promises2Kids is a leading nonprofit organization originally founded 40 years ago as the Child Abuse Prevention Foundation of San Diego County. Since 1981, Promises2Kids has responded to the needs of foster children and provided support to children removed from their home due to abuse and neglect.

Promises2Kids annually provides over 3,000 current and former foster youth in San Diego County with the tools, opportunities, and guidance they need to address the circumstances that brought them into foster care, overcome the difficulties of



their past, and grow into healthy, happy and successful adults. Promises2Kids supports these children through our four core programs: Polinsky Children's Center, Camp Connect, Guardian Scholars and Foster Funds.

Promises2Kids is fully funded through philanthropy and over our 40-year history, Promises2Kids has accomplished the following:

- 85% of Promises2Kids Guardian Scholars complete higher education compared to 11% of foster youth who graduate college nationally.
- 60,000+ children have been cared for since 1994 at the Polinsky Children's Center.
- Each year, 100+ brothers and sisters are reunited through Camp Connect.

Position Summary

As a well-known and respected San Diego nonprofit organization, Promises2Kids is expanding and seeking a passion-driven individual who can continue to grow the donor base and strengthen existing relationships. This is a new position created to provide dedicated fundraising support for Promises2Kids education initiative, Partners in Education, which supports youth through their higher educational ambitions. Promises2Kids values a team-based approach to fundraising and the Philanthropy Officer, Major Gifts, will work closely with all members of the development team to identify, cultivate, solicit and steward donors. As a frontline fundraiser, the Philanthropy Officer will use a moves management approach to work with individual and corporate donors, regularly tracking and reporting progress towards targets and milestones. To begin, the Philanthropy Officer, Major Gifts, will oversee an individual portfolio of 75 donors with the expectation of growing their portfolio to 125+ over time. Above all else, the priority will be to establish authentic and meaningful relationships with individual donors, enabling the organization to reach the overall revenue target.



Paschal • Murray

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Specific Responsibilities

- Assist in advancing a culture of philanthropy and collaboration across the organization to ensure maximum fundraising effectiveness.
- Manage a minimum of 75 donors within individual portfolio.
- Apply a moves management methodology and data tracking to measure progress towards goals.
- Work towards an initial individual annual (prorated) revenue goal of \$125K within the first year. In the second year, annual goal will be \$300K+.
- Contribute annually to the major gifts plan, as established by Director of Philanthropic Operations, to support Promises2Kids' budgeted funding needs.
- Achieve annual goals by identifying, qualifying, cultivating, soliciting and stewarding individuals for major gifts of \$10,000 and above for the Partners in Education Giving Initiative in support of the Guardian Scholars program – and other priorities as assigned.
- Identify new potential fundraising opportunities in support of the Guardian Scholars program; develop individualized strategies to engage, cultivate, solicit and steward prospects.
- Identify and implement strategies to upgrade existing Guardian Scholars supporters.
- Record and track prospect/donor moves appropriately in database.
- Conduct one-on-one prospecting sessions with high-level donors to identify and qualify major gift prospects.
- Secure at least one donor-hosted fundraising/friend-raising event annually to engage and cultivate donors.
- Represent Promises2Kids at events and community activities.
- Other duties as assigned.

Qualifications

Qualities and experiences that ideal candidates should display include:

- Bachelor's degree or equivalent.
- Minimum 4 years of frontline fundraising experience.

- Strong understanding of relationship driven development strategies and tactics.
- Experience in asking for and closing gifts of \$10,000 or more.
- The ability to listen to, connect with and inspire a wide range of potential funders.
- Articulate and poised with strong verbal and written skills.
- Demonstrate tact and diplomacy.
- Ability to handle sensitive information confidentially.
- Team oriented, excited to participate in a collaborative environment.
- Detail-oriented and focused on established long-term goals.
- Work efficiently under pressure, prioritizing tasks and responsibilities accordingly.
- Ability to work independently, demonstrate initiative, and achieve goals.
- Proficiency in fundraising databases.
- Must be able to successfully pass the child abuse clearance, fingerprinting, and background check.
- Must possess reliable personal transportation and meet insurance requirements.
- Willingness to travel within the local area.

Memorandum

The salary and benefits are competitive and commensurate with experience, qualifications, and verifiable salary history. 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 letter of application as separate documents attached to an e-mail message to:

Beau Cummings, Senior Search Consultant

beau@paschalmurray.com

Paschal•Murray

Paschal•Murray

EXECUTIVE SEARCH

www.paschalmurray.com

Executive Search
San Diego • Wilmington

Voice: (760) 863-4512
www.paschalmurray.com