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Position Description: Director of Development

About Delivering Good:

Delivering Good, Inc. is the charity of choice for new product donations made by hundreds of companies in the fashion, home and children's industries. Donating new merchandise provides these companies with a simple and effective way to help people in need. Founded over 30 years ago, Delivering Good is a 501(c)(3) nonprofit organization that unites retailers, manufacturers, foundations and individuals to support people affected by poverty and tragedy, nationally and abroad. Since 1985, nearly \$3 billion of apparel, accessories, shoes, home furnishings, toys, books, and other useful items have been distributed through our network of community partners. Delivering Good was created from the 2014 merger of Kids in Distressed Situations and Fashion Delivers. In May 2017, the organization rebranded as "Delivering Good" to reflect focused, ongoing support for people facing poverty and disaster. The organization is governed by an actively engaged 40-person board of directors who are industry leaders in the apparel, juvenile products, fashion, shoe, home and related enterprises. To date, two successful annual events generate a large percentage of the organization's annual income.

Title: Director of Development

Job Purpose: the Director of Development, working closely with the President/CEO, will have the primary responsibility for fundraising and advancement activities to enable Delivering Good to fulfill its goal of providing over \$150 million of useful products annually to people in need. The annual budget of approximately \$4.3 million is raised from a variety of sources, including individuals, corporations, foundations, special events and agency partners, to support the operations of the organization, including the product procurement efforts to obtain and distribute this large volume of product donations. The launch of a planned giving program will provide the opportunity to establish an endowment in the next few years to ensure the long-term sustainability of the organization.

Responsibilities:

- Execute a comprehensive development program, including annual fundraising, major gifts, planned giving, corporate sponsorships, employee giving, state and federal employee campaigns and foundation grants;
- Develop metrics and reports to enable staff and board to monitor development progress;
- Staff the Development Committee and work closely with the board of directors and the Development Committee to most effectively engage volunteer leadership in fundraising;
- Supervise Development Department staff, currently consisting of a Senior Development Manager, a Senior Manager for Special Initiatives + Events, a Senior Manager for Corporate Partnerships, a Development Associate as well as interns and volunteers;

- Oversee fundraising and outreach events including the annual 400 person Women of Impact luncheon and the annual 600 - 800 person fall celebration;
- Engage in, together with the development staff, foundation research, proposal development, grant writing and reporting, in order to increase foundation support;
- Achieve revenue and expense targets as well as other relevant development metrics;
- Expand the Loyalty Circle, a recognition program for repeat donors;
- Expand the membership of the Legacy Society, a recognition program for planned giving donors;
- Oversee the Associate Counsel, a committee that promotes Delivering Good's mission and creates leadership opportunities for a diverse group of rising professionals in a variety of industries;
- Share responsibility for program grants from community partner agencies;
- Oversee general Development Department activities, including maintaining development records, gift entry and gift acknowledgement processes, reconciling gift records with accounting records, and providing accurate and timely reports;
- Oversee all state and federal charitable filings and registrations;
- Oversee the utilization and further development of the fundraising database/CRM system;
- Work closely with the Marketing department on electronic and print materials, newsletters, annual reports, social media, cause marketing, and corporate social responsibility initiatives.

Requirements:

- Passion for and demonstrated commitment to community service and social welfare;
- 7+ years of progressive fundraising responsibility and track record of success meeting fundraising goals;
- Success with a broad array of development techniques, including online giving, direct mail, personal solicitations, corporate sponsorship, planned giving, donor stewardship, and grant writing;
- Demonstrated history of successful engagement of board of directors, advisory councils, etc.
- Event planning experience required;
- Significant experience with fundraising database management and utilization. Knowledge of Salesforce, eTapestry, Raiser's Edge, and/or other fundraising and CRM platforms required;
- Desire to work collaboratively in a small team environment as well as experience and comfort working with senior industry executives;
- 5+ years supervisory experience required;
- Bachelor's degree required; Master's degree preferred.

Personal Characteristics:

The Director of Development should demonstrate competence in some or all the following:

- Creativity/Innovation: Develop new and unique ways to improve the financial resources of the organization and to create new opportunities;
- Build Relationships: Establish and maintain positive working relationships with others, both internally and externally, to achieve the goals of the organization;
- Focus on Donor Needs: Anticipate, understand, and respond to the needs of donors to meet or exceed their expectations within the organizational parameters;
- Foster Teamwork: Work cooperatively and effectively with others to set goals, resolve problems, and make decisions that enhance organizational effectiveness;
- Organize: Set priorities, develop a work schedule, monitor progress towards goals, and oversee the tracking of details, data, information and activities;
- Plan: Determine strategies to move the organization forward, set goals, create and implement action plans, and evaluate the process and results.

Compensation and benefits:

Salary \$150,000 annually with generous company benefits. To apply, please submit your resume, together with a cover letter describing your interest in the position to HR@delivering-good.org with the subject line: Director of Development.

Delivering Good is committed to a diverse environment and is proud to be an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, age, or veteran status.