



DIRECTOR OF DEVELOPMENT OPPORTUNITY FOR KNOXVILLE HABITAT FOR HUMANITY

khfh.org



Our mission

Seeking to put God's love into action, Knoxville Habitat for Humanity brings people together to build homes, communities and hope.

Our vision

A world where everyone has a decent place to live.

Our principles

Demonstrate the love of Jesus Christ.

Focus on shelter.

Advocate for affordable housing.

Promote dignity and hope.

Support sustainable and transformative development.

Who we are

Habitat for Humanity is an independent, nonprofit, ecumenical Christian housing ministry that partners with people of all beliefs. Knoxville Habitat for Humanity has been an affiliate of Habitat for Humanity International since 1985.

Knoxville Habitat for Humanity partners with families in Knox County to help them build a place they can call home. Habitat homeowners help build their own homes alongside volunteers and pay an affordable mortgage. With your support, Habitat homeowners achieve the strength, stability and independence they need to build a better life for themselves and for their families.

Director of Development

Knoxville Habitat for Humanity seeks an experienced and dynamic individual to serve in a critical role as Director of Development. This position requires a passion for our mission of building and repairing affordable housing. Reporting to the CEO, the Director of Development will lead fundraising activities to support the organization's strategic plan and development goals to grow revenue significantly.

To be successful, the Director of Development must be a confident, collaborative, hands-on, and results-oriented leader who can articulate clear and compelling cases for support that ensures the growth and vitality of Knoxville Habitat for Humanity. The successful candidate will enjoy meeting face-to-face with donors to share this exciting work and to solicit and steward their financial support.

Key Responsibilities

- Create and execute a comprehensive \$2M fundraising goal to achieve annual fundraising goals to support the organization's strategic plan to ensure steady growth and sustainability of the organization over the next 3-5 years.
- Personally manage a portfolio of 150+ individual donors and prospects.
- Cultivate new sources of revenue by creatively and strategically expanding the existing donor base with an increased focus on major and planned giving.
- Create an individualized cultivation plan for each donor that leads to successfully retaining or upgrading donors.
- Demonstrate and maintain a keen sense of curiosity for prospects and donors, seek to crack the code on what compels each donor to give substantially by asking the right questions, and be able to personally adapt as needed to meet the interests of prospects and donors.
- Work directly with Board members, former Board members, and donors who collaborate with us as fundraising volunteers. Provide strategies, plans, and engagement opportunities to support their efforts to cultivate and solicit prospects/donors on our behalf.
- Oversee the grants program (\$300k annual goal), secure funding that supports the organization's strategic plan, including research, relationship building, proposal writing, tracking, and reporting requirements.
- Build upon current capital campaign to build a readiness fund for future land purchases.
- Execute and grow Knoxville Habitat for Humanity's planned giving, cars for homes, stock and land donation options.

- Enhance donor database (Donor Perfect) and use data analysis to inform fundraising strategies and decision-making.
- Execute on Knoxville Habitat's for Humanity fundraising events with a \$250K revenue goal.
- Manage and oversee appropriate systems for timely execution of donor acknowledgments and fulfillment of donor benefits.
- Ensure compliance with all applicable laws, regulations, and ethical standards related to fundraising and development activities.
- Stay current on best practices and trends in nonprofit fundraising and development and implement new ideas and strategies as appropriate.
- Compassionately articulate the Knoxville Habitat for Humanity story, mission, impact and goals.
- Manage a team of five full-time employees.

Professional Qualifications

- A passionate commitment to working for a progressive organization committed to the goals of affordable housing.
- Proven experience building and growing a comprehensive fundraising program with a particular focus on major, annual, corporate, and foundation giving and achieving annual fundraising goals in excess of \$1M annually.
- Ability to engage staff and Board members in donor visits, and to earn and maintain their confidence.
- A demonstrated track record of building relationships and closing major gifts from individuals, foundations, and corporations.
- Superior presentation skills, including the presence to deal effectively with diverse constituencies including donors, Board members, and leadership staff.
- Excellent organizational skills required. Ability to manage multiple projects simultaneously, be detail-oriented, and work under pressure of multiple and subsequent deadlines.
- Proficiency using data to establish a robust donor pipeline and strategy for sustainable growth.
- Superior oral and written communication skills and strategic listening skills to effectively exercise tact, discretion, judgment, and diplomacy when interacting and/or negotiating with all levels of internal and external stakeholders.

- Possess knowledge of basic business terminology, financial matters and the ethical, legal, and tax-related issues regarding the solicitation, transfer, and management of charitable gifts.
- Excellent experience building and managing strong, positive relationships with stakeholders including underrepresented and/or diverse communities.

Education and Experience Required

- Bachelor's Degree in related field or equivalent work experience.
- 4+ years of fundraising experience, with a proven track record of success in securing five figure gifts and building donor relationships.
- Demonstrate servant leadership, embody the Habitat for Humanity mission, and exemplify a collaborative, decisive, motivating, and engaging communication style.
- Preferred Qualifications
- Certified Fund-Raising Executive (CFRE) Certification preferred but not required.
- Prior nonprofit experience

Compensation & Benefits:

- The salary for this position is \$75,000-\$85,000 annually dependent on qualifications and experience. Comprehensive benefits package includes three weeks' Paid Time Off, holidays, retirement plan with employer matching contribution, flexible work schedule, insurance for: health, dental, life and disability, support for ongoing professional development, and paid leave for mission travel with Habitat.

To Apply:

- Nonprofit Leadership LLC has been retained to manage the national search. To apply, please submit a resume and personalized cover letter that shares your favorite moment as a fundraiser to elle@nonprofit-leadership.com by April 24, 2024.