



Job title	<i>Director of Development</i>
Reports to	<i>Chief Executive Officer</i>
FLSA Status	<i>Exempt</i>
Salary	<i>Commensurate with experience</i>

About Save Our Youth (SOY)

SOY is a faith-based youth development organization that connects young people to hope through long-term mentoring relationships. Our vision is that every young person would embrace their God-given worth. We collaborate with individuals and groups in the community to increase awareness of kids' resilience and to support their success. Save Our Youth mentors bring experience, compassion, and time to provide kids a caring advocate by their side.

Position Summary

The Director of Development (DoD) is responsible for the developing and implementing the long-term funding strategy for SOY to meet the sustainable and scalable objectives of the organization. This includes developing a comprehensive funding strategy with multiple streams of revenue including (but not limited to) current donor retention, recruitment of new donors, establishing corporate partnerships, grants, board member engagement and fundraising events.

Duties and Responsibilities

- Formulates short-term and long-term goals focused on the fundraising efforts of the organization. This key function of the role will be focused on implementing and maintaining a comprehensive and diverse revenue strategy that ensures the ongoing, long-term sustainability and scalability goals of the organization.
- Responsible for driving and maintaining a minimum revenue generation of \$3-\$5 million annually. Additionally, the individual will be responsible for continuing to increase this revenue goal both quarterly and annually, year over year, in order to meet the operating budget goals and organizational growth projections.
- Develops actionable strategies for meeting and exceeding those goals through various types of funding including, but not limited to, grants, corporate sponsorships, major gifts, donations, planned giving, volunteer efforts, and fundraising events.
- Manage a personal caseload of donors, prospects and suspects and raise funds from this caseload in accordance with the goals established.
- Discovers new and potentially lucrative revenue streams for expansion of the organization's fundraising efforts.

- Positively represent the organization at social functions and other activities in the community.
- Create an annual strategic plan for the development efforts of the organization, including quarterly revenue measurements against plan, overall outcomes, expense budget, revenue goals, and performance-based metrics.
- Review budgets-to-actual reports provided by the SOY accountant and ensure targets are met.
- Oversee marketing for all development activities, including social media posts, donor receipts, appeal letters, and website development.
- Supervise all members of the development team (staff and contractors).
- Engage with and/or lead spiritual duties as needed, including but limited to praying with/for donors, leading devotions with staff, presenting/preaching at local churches, etc.
- Contribute to a team approach by accomplishing other duties as assigned/needed.

Qualifications

- A committed Christian who demonstrates a personal relationship with Jesus Christ. Alignment with the SOY Statement of Faith.
- Strong passion for the SOY mission and vision. Complete alignment with SOY Core Values.
- Proven record of raising \$2 million+ (\$3-\$5 million preferred) annually in non-profit fundraising efforts by establishing multiple streams of revenue strategies with corporations, individuals, BOD members, campaigns, grants, events, etc.
- Considerable knowledge in the area of major donor cultivation, including a proven ability to initiate, build, and maintain relationships with individual donors using a donor-centric fundraising model.
- 5+ years' related experience. Advanced education/certifications may be substituted for experience.
- Bachelor's degree in related field required. CFRE Certification preferred.
- Demonstrated understanding of accepted principles of charitable giving, particularly in the areas of development events, major gifts, corporate sponsorships and individual donor cultivation.
- Exceptional public speaking skills are necessary and the ability to make inspired requests/asks for support are required for speeches at fundraising events, presentations to donors on recent achievements, etc.
- Demonstrated ability to think strategically, thorough understanding of strategic development and set strategic goals with accompanying action plans.
- Ability to work collaboratively with staff in a positive and supportive environment.
- Proficient (or ability to become proficient) in Salesforce CRM.

Working conditions

- Must have reliable transportation with proof of insurance and an acceptable driving record. Ability to drive to multiple locations in a day.

- Must be willing to work within a very flexible schedule in order to attend evening and weekend events as well as engaging with potential donors outside of the normal workday.

To apply, please send cover letter with salary requirements and resume to russel@saveouryouth.org.