



DIRECTOR OF DEVELOPMENT

Relationship Cultivation | Fundraising | CRM Management

Full-time, 40 hours per week

Salary: \$90,000-120,000 annually

OUR MISSION & MOTIVATION

The Human Impact exists to befriend the homeless, bridge the relational gap, and build long-term community to change lives. We follow Jesus to “His poor” (Mother Teresa). We see God using His power to defend the cause of the vulnerable, marginalized, and oppressed. We want to join Him in this work—using our resources, network, and gifts to care for those He loves.

THE JOB

The Human Impact is a relationships-first organization. For that reason, our development style is focused on putting the donor first and in establishing authentic, long-term relationships with people and entities called to give to our work and walk alongside us as we support our unhoused brothers and sisters.

We are seeking an experienced development professional with a heart for relationships and a mind for detail. Someone who loves knowing and caring for donors and is also passionate about and called to our mission to befriend and build community. We are in it for the long haul, both on the streets and with our donors. That means we take the time to get to know the individual person and care for them as a person as they discern if they want to direct their financial resources towards our work.

The Director of Development is responsible for managing and implementing the strategic direction of all fundraising activities. On the tactical side, they will oversee campaign planning, portfolio cultivation planning, donor stewardship, development reporting and metric tracking, managing of grant pipeline with the help of outside grants management consultant and ensuring the integrity and effectiveness of our CRM. All of these internal processes will support your success in the important work of developing, sustaining, and deepening relationships with individuals, foundations, corporations, churches, and the broader community. The Director of Development will provide strategic leadership for the overall development plan and help equip other staff members involved in fundraising to build effective and meaningful relationships with donors by connecting them to our work in authentic ways.

The Director of Development reports directly to the Founder/CEO. The Director of Development must be a highly relational, empathetic, and energetic professional with a track record of building donor relationships and soliciting and managing gifts and preferably connected to the donor base in Dallas, TX.

RESPONSIBILITIES

The effective Development Director will achieve the following goals during the first 6 months of employment:

- Have meetings with the top 20 donors
- Spend 60 hours on the streets
- Work 16 hours with the THI fundraising coach
- Have a full understanding of our donor software
- Maintain a healthy cadence with oversight

Ongoing, the Development Director will lead the following:

- Grow operational funding for the organization through the development and implementation of a comprehensive fundraising plan
- Work closely with the executive leadership team to develop fundraising goals and strategies that align with the organization's mission and values
- Research and identify potential donors and implement strategies to foster positive relationships
- Manage and grow your own portfolio of donors as well as work with executive leadership to identify and help manage all portfolio level donors
- Work alongside our contract grants management team to help grow our grant funding. Your role will primarily be to own and/or help cultivate relationships with grantmaking organizations.
- Track fundraising revenue and overall organizational budget to help guide timing and focus of fundraising campaigns
- Manage Bloomerang database and ensure that it is being consistently maintained and updated
- Work closely with Communications Strategist to create a collaborative strategy for donor communications, including donor emails, impact reports, mailers, and campaign collateral material
- Develop Portfolio KPI's
- Maintain 10% of time on the streets, including taking donors to the streets on a weekly basis
- Reinforce the organizational culture of collaboration, inclusion, Sabbath renewal, shalom rhythm
- Practice personal self-care, weekly and quarterly

Commented [EJ1]: Is this true given Rebecca's oversight in her comms job? @RebeccaMontgomen

PREFERRED SKILLS & EXPERIENCE:

- 3-5 years in Development
- CRM database management experience
- A personal calling to our ministry demonstrated through previous community volunteer work with homeless and/or marginalized
- Strategic thinker, exhibiting skill in reading people, and maintaining firm boundaries
- Excellent communication and interpersonal skills
- Strong relationship building skills
- Project management skills; demonstrable track record of taking ownership, initiative and responsibility, meeting commitments, being a self-starter and goal oriented
- Demonstrable experience leading and managing a team of subordinates
- Pursuing a close and growing relationship as a disciple of Jesus Christ

To Apply

Please email:

- **Cover Letter** (telling us why this is the job for you) and
- **Resume** to jobs@thehumanimpact.org
- Write "Director of Development" in subject line.