

Position Overview

The Director of Development is a key member of the leadership team and serves as the chief architect of philanthropic growth for the organization. This role is not simply about raising funds. It is about unlocking access to life-changing therapy for children and families.

The Director of Development will design and execute a comprehensive, donor-centered fundraising strategy that builds a diverse and sustainable revenue portfolio. Through strategic relationship-building, and community engagement, this leader will inspire transformational giving and drive the financial resources needed to expand impact.

This role oversees the Development Team and partners closely with the Executive Director and Board to achieve our revenue goals and long-term growth.

Core Impact Areas

1. Strategic Fundraising Leadership

- Develop and execute a comprehensive fundraising strategy aligned with organizational growth objectives, with clear, actionable plans to achieve measurable results.
- Lead annual fund campaigns and events, major gifts, planned giving, grants, and endowment initiatives.
- Ensure consistent, accurate financial reporting related to development activities.

2. Major Gifts & Relationship Development

- Build and steward a portfolio of major donors.
- Drive new donor acquisition by activating board networks, implementing strategic prospecting initiatives, and executing intentional cultivation plans that convert qualified prospects into long-term philanthropic partners.
- Foster deep donor engagement by creatively communicating impacts through our many communication channels.

3. Events & Community Engagement

- Drive success through fundraising and cultivation events that elevate awareness and drive revenue.
- Ensure events authentically showcase the TherAplay mission and create meaningful donor experiences.

4. Grant Strategy and Management

- Work with Communications Manager to develop and implement a comprehensive grants strategy aligned with institutional priorities.
- Ensure grant proposal development, submission, and stewardship.
- Ensure appropriate administration, compliance, reporting, and tracking of grant awards in collaboration with program and finance staff.

5. Culture of Philanthropy

- Foster a culture where board members, volunteers and staff understand their role in advancing philanthropy.
- Promote transparency, collaboration, and shared ownership of fundraising success.
- Educate and engage current families in understanding how philanthropy sustains and expands access to therapy.

6. Team Leadership

- Provide strategic leadership and mentorship with three direct reports:
 - Development Manager
 - Marketing & Communications Manager
 - Development Assistant (Tentative)
- Maintain a high-performing, collaborative development team focused on measurable results and donor impact.

Qualifications

- Bachelor's degree required.
- Minimum of 5 years of progressive fundraising leadership experience.
- Proven success managing major gift portfolios and annual campaigns.
- Experience building and executing strategic fundraising plans.
- Experience partnering closely with boards and executives.
- Ability to manage donor portfolios independently and meet deadlines with minimal oversight.
- Exceptional written, verbal, and presentation skills.
- Collaborative, confident and emotionally intelligent.
- Proficiency in Microsoft Office (Excel, Word, Outlook, PowerPoint).

Why This Role Matters

Every dollar raised expands access to therapy sessions that change the trajectory of a child's life. The Director of Development directly fuels first steps, first words, and first moments of independence.

This is an opportunity for a strategic fundraising leader to align professional expertise with the profound purpose of building sustainable revenue that ensures children and families can experience the healing power of hippotherapy for generations to come.