

JOB TITLE: Director of Development & Philanthropic Fundraising

STATUS: REG/SALARIED/EXEMPT

REPORTS TO: Chief Business Officer

SCHEDULE: M-F, Typically 40+ hrs./week

DEPT: Development

REVISED: 05/09/2025

*The Winston-Salem Rescue Mission (WSRM) is helping our hurting neighbors and those struggling with substance abuse, addiction, homelessness, and other struggles find hope and healing through the transforming gospel of Jesus Christ. WSRM considers every position one of ministry and a vital and valued part of our staff. Therefore, it is essential that all employees of WSRM have a personal relationship with Jesus Christ and subscribe to our Mission, Core Values, and Statement of Faith.*

## **SUMMARY OF POSITION:**

### **Summary**

If you are a strategic leader who is passionate about leading and managing development teams, setting fundraising goals and strategies, and possess proven Capital Campaign expertise which includes developing, implementing, and managing capital campaigns, including planning, execution and reporting, this is the role for you! The Winston-Salem Rescue Mission is seeking someone skilled in Philanthropic Fundraising, developing and executing comprehensive fundraising strategies, including individual donor cultivation, corporate partnerships, grant writing, Donor Engagement, cultivating and stewarding existing donors, identifying and engaging new donors, and building strong relationships.

### **Responsibilities**

#### **Planning & Strategy:**

- Develop and implement comprehensive fundraising plans, including annual giving, capital campaigns, and other fundraising initiatives.
- Conduct prospect research and identify potential major donors.
- Create a case for support and other marketing materials to promote the organization's mission and fundraising efforts.

#### **Capital Campaign Execution:**

- Oversee all aspects of capital campaign execution, including volunteer recruitment, communication, and event planning.
- Work with the campaign chair(s) and other key stakeholders to ensure the success of the campaign.
- Track campaign progress and report on results to the board and other stakeholders.

#### **Donor Relations & Stewardship:**

- Build and maintain strong relationships with individual donors, foundations, corporations, and other funders.
- Implement donor stewardship strategies to ensure ongoing support and engagement.
- Organize and participate in donor recognition events.

#### **Team Leadership & Management:**

- Supervise and mentor development staff and volunteers.
- Ensure that the development team is well-trained and equipped to achieve fundraising goals.
- Manage the development budget and track fundraising income.

#### **Additional Considerations:**

- Budgeting; Create and manage a fundraising budget.
- Reporting; Prepare regular reports on fundraising progress.
- Grant Writing; Develop and submit grant proposals to foundations and other funders.
- Community Outreach; Participate in community events to build awareness and support for the organization.
- Strategic Communication; Develop and implement effective communication strategies to promote

fundraising efforts.

- Collaboration; Work closely with other departments, including marketing, communications, and finance.

### **Education and Experience**

Bachelor's degree required, with a Master's degree from an accredited university Business Management or a related field preferred. 5+ years of experience in philanthropic fundraising, fundraising, or development, with a proven track record of achieving fundraising goals. Certified Fund-Raising Executive (CFRE) certification preferred.

### **Skills:**

- Strong interpersonal and communication skills.
- Excellent written and verbal communication skills.
- Ability to build and maintain strong relationships with donors and other stakeholders.
- Strong organizational and project management skills.
- Knowledge of fundraising software and donor management systems, including Salesforce.
- Ideal candidate will be experienced in:
  - Implementing new and current events that are successful in reaching fundraising objectives
  - successfully working with and maintaining a significant donor base of \$4 million or higher in annual donations; ability to motivate donors to incrementally or periodically increase their giving
  - successfully managing Major Capital Campaigns; grant acquisition; grant tracking and reporting
  - increasing sustainable funding across multiple source types

### **Values:**

- Strong Christian with a ministry mindset with a passion for the organization's mission and a strong commitment to achieving fundraising goals.

If you are called to make a difference in the lives of others through your leadership in Development and philanthropy, we invite you to apply for the Director of Development position at Winston-Salem Rescue Mission today! Please visit: <https://wsrescue.org/employment/> for more details and/or to apply.

### **WORKING CONDITIONS/PHYSICAL FACTORS:**

The work is typically performed in an office environment while sitting, standing, or stooping. The employee occasionally lifts light and heavy objects, weighing up to 25 pounds, and uses equipment requiring a high degree of dexterity.

### **EQUIPMENT/TOOLS USED:**

- Computer (Salesforce Database, Excel, Word, Power Point, etc.)
- Copier/Scanner/Printer

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Employee Signature

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Date