



Position Announcement: Director of Philanthropy Crisis Assistance Ministry Located in: Charlotte, North Carolina

The Opportunity and Organization

Crisis Assistance Ministry is a nonprofit organization dedicated to providing assistance and advocacy to people facing financial crisis. As part of our commitment to supporting the community and increasing our impact we are seeking a highly motivated and experienced Director of Philanthropy to lead the development team and increase contributed revenue for critical programs.

Crisis Assistance Ministry serves in the areas of poverty, eviction prevention, financial security, family and child stability, and economic mobility, experiencing first-hand the real stories of neighbors struggling to get by on the lowest rung of the economic ladder.

The Director of Philanthropy will play a critical role in advancing the mission and sustainability of Crisis Assistance Ministry through overseeing all aspects of fundraising and donor relationship management which includes donations of time and talent in addition to treasure. Reporting to the Chief Advancement Officer, the Director of Philanthropy is responsible for the lifecycle of donor relationships, securing diversified funding, and implementing strategies to increase the agency's financial resources.

For over four decades, Crisis Assistance Ministry has provided emergency assistance to low-income families. Specifically, Crisis Assistance Ministry helps families facing financial crisis by providing for basic needs, including emergency rent and utility assistance, clothing, appliances, and household goods; fostering economic mobility through partnerships, one-on-one coaching, and support that helps families rebuild financial stability; and empowering the community to advocate for people facing poverty. Each year, nearly 20,000 families are served through the independent, nonprofit agency in Charlotte.

Crisis Assistance Ministry is a 501(c)(3) nonprofit organization with a \$17.5 million budget and is funded through private contributions (36%), public revenue (23%), and in-kind support (41%).

Want to know more? Visit Crisis Assistance Ministry's website [here](#).

The Ideal Candidate

The ideal candidate will have a deep commitment to the mission of Crisis Assistance Ministry and have a proven track record in securing contributed revenue from multiple sources. In addition, this individual should have experience in the following areas:

Team Leadership:

- Lead the high-performing development team, currently made up of six individuals, in alignment with the agency belief that employees are our number one asset.
- Foster a positive and inclusive work environment that promotes collaboration, professional growth, and employee satisfaction.
- Collaborate with program employees and leaders to align fundraising efforts with the organization's programmatic goals.
- Provide staff/training development opportunities, provide clear and consistent communications to the team and entire staff, and review performance together regularly.

Strategic Fundraising:

- Develop and implement a comprehensive fundraising strategy to increase dollars raised to support the mission. Oversee the planning, execution and evaluation of major gifts, campaigns, grant writing, and fundraising initiatives to support the organization's annual operating budget and strategic goals.
- Identify and pursue new funding opportunities, partnerships, and revenue streams.
- Set goals and report on return on investment (ROI) for fundraising activities; analyze fundraising trends and provide regular financial reports to key stakeholders.

Donor Cultivation, Solicitation and Stewardship:

- Cultivate and maintain relationships with donors and prospective donors, creating a high level of engagement and satisfaction.
- Collaborate with the Chief Executive Officer and Chief Advancement Officer to strategically engage them in fundraising efforts and leverage their networks.
- Create and implement a donor stewardship program to recognize and thank donors for their support.
- Represent the organization at community events, networking functions, and relevant professional associations to enhance the agency's visibility and expand its network of supporters.

Administrative Excellence:

- Develop and manage the development budget, ensuring responsible and efficient use of resources.
- Ensure compliance with agency fundraising processes and procedures by creating and implementing standard operating procedures.

Volunteers Management:

- Strengthen implementation of volunteer strategy and promote meaningful engagement within the organization.
- Develop and oversee strategies for recruiting, training, and retaining a diverse pool of volunteers to support the organization's mission, ensuring effective engagement practices and continuous program enhancement.

Qualifications:

- Bachelor's degree in a relevant field or relevant experience (e.g., nonprofit management, business administration, communications). Advanced degree or CFRE preferred.
- Minimum of 5 years of progressive leadership experience in nonprofit fundraising and development, preferably in social services, with a track record of successfully increasing funds.
- Experience managing a team.
- Knowledge of current fundraising principles, strategies, and best practices and interest in innovative fundraising strategies.
- Excellent communication, interpersonal, and presentation skills with a desire and ability to engage diverse individuals.
- Highly collaborative and energized by a fast-paced environment with people dedicated to customer dignity.
- Compassion for and experience with those who have experienced financial crisis. Direct work with those experiencing housing insecurity is a plus.
- Experienced user of Microsoft Office Suite, social media platforms, and CRM software packages.
- Adherence to the Association of Fundraising Professionals' Code of Ethics and "Donor Bill of Rights."

Think you are the next Director of Philanthropy for Crisis Assistance Ministry?

To apply, click on the link to the Director of Philanthropy position profile at

[ArmstrongMcGuire.com/jobs](https://www.armstrongmcguire.com/jobs). You will see instructions for uploading your compelling cover letter, resume, salary requirements, and professional references. Please provide all requested information to be considered. In case of any technical problems, contact talent@armstrongmcguire.com. No phone calls, please, and no applications will be accepted by email or directly from third-party posting sites.

The salary is \$93-99k. Benefits include a supportive and collaborative work environment with a commitment to professional development. Medical Insurance, Dental & Vision, FSA, Life & AD&D, Short-Term Disability, Long-Term Disability, Group Accident, Critical Illness, Employee Assistance Program. Accrued Paid Time off starting at 10 vacation days, 10 sick days, 3 bereavement days, 2 floating holidays, 1 paid day to volunteer, and 10 paid holidays.

Crisis Assistance Ministry does not discriminate on the basis of race, color, religion, gender, sexual orientation, gender identity, age, national origin, disability, genetic information, marital status, amnesty, or status as a covered veteran, in any of its activities or operations.

About Armstrong McGuire

[Armstrong McGuire](https://www.armstrongmcguire.com) is a leading executive search, fundraising and strategic advising firm that believes in unlocking the potential of nonprofit leaders and the communities they serve. Founded in 2004, our diverse team of advisors work with clients and leaders to align strategy, optimize operations, build capacity, and lead nationwide searches that bring supremely talented individuals to high-impact organizations. Learn more about our services in talent acquisition, fundraising counsel, and strategic planning.