



Director of Development
Hope Reins
Located in: Raleigh, NC

Are you excited to join a community that inspires true hope and real healing for every child? Do you believe Jesus heals? Is your default to make it better? Do you excel in a collaborative team that is driven by impact and passion for the mission? Do you thrive on building authentic relationships, connecting individuals to stories of impact?

Are you the next Director of Development for Hope Reins?

Why Hope Reins?

Hope Reins is the leading provider of Faith-Based Equine Mentorship. Their mission is to pair a kid in crisis with a rescued horse and mentor to find hope and healing. Since their inception in 2010, Hope Reins has held over 20,000 sessions with children and teens from 16 counties in North Carolina, Virginia, and South Carolina.

Hope Reins' operating budget is \$2.4M and anticipates major growth through its strategic plan expanding its work nationally. 100% of our revenue is raised through unrestricted contributions. With a very strong base of faithful supporters, as well as successful development and marketing processes to steward donors, Hope Reins is looking for its next leader to drive a comprehensive development strategy with a team of passionate and committed volunteers and staff.

Want to know more? Visit Hope Reins's website at <https://hopereins.org/>.

What will you do as Hope Reins' next Director of Development?

Work with the CEO, Board of Directors, and staff, to plan, lead and execute a comprehensive development program to ensure revenue goals are met for the short and long-term needs of the organization. Reporting to the COO, the Development Director will lead and manage a highly functioning team to drive the development process, annual and capital campaigns, and prospecting/solicitation to continue growing our base of donors.

Achieve Revenue Goals - Work with the CEO to develop and execute a comprehensive development plan to ensure the achievement of annual revenue goals including:

- Meet or exceed annual revenue plan. Determine strategies to ensure revenue growth is maintained and expands Hope Reins' donor base nationally.
- Monitor and manage the pipeline of fundraising activities to ensure monthly and quarterly revenue goals are achieved. Forecasting revenue for budget planning.
- Research, write and manage grant applications.
- Work closely with the Director of Marketing to coordinate and implement fundraising campaigns. Ensuring outgoing communications support fundraising goals.
- Serve as the staff liaison to the Development Committee.

- Monitor trends in the industry and adapt fundraising strategies as necessary.
- Foster an understanding of philanthropy within the organization.

Direct Major Donor Program - Grow major donor giving through focus on portfolio management, cultivation, and stewardship:

- Raise 90% of revenue annually in major donations (\$1,000+).
- Build a personal relationship with potential and current donors through tours, meetings, major donor portfolio management and other strategies.
- Oversee the development and execution of a major donor prospecting process to identify and cultivate relationships with potential new donors. Ensuring prospecting pathway is implemented.
- Ensure the development of relevant and informative fundraising materials, such as case for support, to clearly communicate the mission and needs of the organization.
- Develop and oversee a planned giving program to generate bequests and legacy gifts.
- Manage a personal portfolio of 100 major donors.
- Drive the ongoing implementation of our ask, thank, report process to ensure donors feel valued and appreciated.
- Partner with the Director of Marketing to support effective communication strategies that engage and inform the community of our work such as annual and impact reports, newsletters, and stories from the ranch.

Steward Donor Experience to Ensure Satisfaction - Execute stewardship strategies to maintain high donor retention rate by:

- Work with development staff and the Director of Marketing to implement a comprehensive donor stewardship program.
- Oversee the management of donor records through Bloomerang ensuring all gifts are processed and promptly acknowledged.
- Manage donor care activities such as weekly thank you calls and hand-written notes.
- Deepen connection with donors through special gifts for recognition, stories of impact, tours, or events such as Behind the Scenes.

Empower Development Team - Lead, manage, and hold development staff accountable (currently 3 positions), empowering them to their potential:

- Recruit, hire, on-board, and manage professional staff.
- Direct staff activities and provide performance feedback. Encourage opportunities for professional growth.
- Lead staff by example, demonstrating successful cultivation, solicitation, and stewardship of key donors.
- Set clearly defined and measurable goals for the team; establish appropriate metrics to assess individual and team performance.
- Serve as a member of the leadership team for Hope Reins.

Key lived experiences, attributes, and skillsets sought in the Director of Development

- A minimum of 5 years' experience as a Development Director for a non-profit organization with a proven track record of fundraising success with A bachelor's degree from accredited college or university.
- Extensive knowledge of fundraising strategies and principles including annual funds, major gifts, and donor stewardship.
- Strong team leader with experience managing staff and volunteers.
- Excellent written, verbal, and interpersonal skills with the ability to engage and influence a wide range of donors and key stakeholders.
- Exceptional planning skills with a focus on goals, results, and detail-oriented expertise with the ability to set and meet deadlines.
- Self-starter with a flexible and adaptable work style, who can manage competing demands and work independently without close oversight.
- Work collaboratively and effectively on a small team with high accountability.
- Creative and entrepreneurial spirit with a sense of humor to balance a mission driven approach.
- Proficient in databases, spreadsheets, presentations, and word processing.
- Build and maintain positive relationships with others both internally and externally.
- Be transparent with high integrity leadership and a style that motivates people to work hard while having fun.
- Project and uphold the highest standards of ethical conduct.
- Professionally and personally uphold core values: Jesus Heals, Grace is our default, Be authentic, Share your story, and Make it better.
- Success working with a non-profit board of directors and development committees.
- Demonstrated understanding of using data to drive fundraising efforts and CRM database (Bloomerang) experience.
- Experience with capital and capacity building campaigns is favored.

Think you are the next Hope Reins Director of Development?

To apply, click on the link to the Director of Development position profile at [ArmstrongMcGuire.com/jobs](https://armstrongmcguire.com/jobs). You will see instructions for uploading your 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.

Salary is commensurate with the requirements of the position and is in the \$85-95K range. Benefits include health care stipend, 3% IRA match, 23 PTO days, and 11 holidays.