



## **Director of Development**

The Warming Place | Nantucket, MA

<https://thewarmingplace.org/>

## **About Us**

The Warming Place is a growing nonprofit dedicated to providing shelter and support services to Nantucket residents experiencing homelessness. In just two years, we have built a strong foundation—raising over \$500,000 annually while maintaining a lean, mission-driven operation.

We are now at an exciting inflection point—ready to deepen donor relationships, strengthen our fundraising strategy, and build a more sustainable path for long-term growth.

## **The Opportunity**

We are seeking a Director of Development to lead and expand our fundraising efforts, with a primary focus on major gifts.

A significant portion of our revenue comes from a small group of highly committed donors, including both long-standing supporters and several new major contributors. This role offers a unique opportunity to build a structured and strategic major gifts program—strengthening existing relationships while converting early momentum into sustained, long-term support.

This is not a “start-from-scratch” position. You will step into an organization with engaged donors and meaningful traction, where thoughtful relationship-building and consistent follow-through will drive growth.

## **What You'll Do**

- Serve as a strategic partner to the Executive Director and Board, strengthening alignment, communication, and engagement with major donors.
- Shape and elevate the organization’s case for support, clearly articulating a compelling story of impact.
- Design and execute a comprehensive major gifts strategy, including identification, cultivation, solicitation, and stewardship of high-capacity donors.
- Personally manage a portfolio of major donors and prospects, leading all stages of the gift cycle.
- Implement disciplined moves management practices, ensuring consistent outreach, engagement, and follow-up.
- Partner with leadership and the Board to track and evaluate fundraising performance, using data to refine strategy and drive results.
- Build and institutionalize a sustainable development program with a strong focus on major gifts and long-term donor engagement.
- Lead the strategy and execution of the annual appeal.
- Oversee the planning and execution of the annual summer gala, leveraging the event to deepen relationships and drive post-event engagement.

## **Who You Are**

You are a strategic and relationship-driven fundraiser who understands that long-term success is built through disciplined, thoughtful donor engagement.

You likely bring:

- 3+ years of nonprofit fundraising experience.
- Demonstrated success securing major gifts (\$25,000+.)
- Strong interpersonal and communication skills.
- A clear, organized approach to managing donor relationships and priorities.
- Comfort working in a small, evolving organization.
- A proactive, self-directed, and hands-on mindset.
- Experience with donor databases and standard office tools (Word, Excel.)
- Experience working with seasonal or second-home donor communities is a plus.

Most importantly, you enjoy building meaningful relationships, can effectively move donors from initial engagement to gift closure, and are motivated by the opportunity to make a tangible impact.

## **What Success Looks Like (Year 1)**

- 10–25% growth in total fundraising revenue.
- Strengthened engagement and retention of existing major donors.
- Successful upgrade of first-time donors into sustained major gift contributors.
- Expansion of the major donor pipeline, including 3–5 new major gift prospects.

## **Compensation**

- Salary range: \$85,000 – \$120,000, commensurate with experience.
- Performance-based incentive, in addition to base salary, tied to fundraising results and donor engagement metrics.

## **Why This Role Matters**

This is an opportunity to step into an organization with real momentum and help shape its future. Your work will directly impact our ability to serve the community, grow sustainably, and build something lasting.

## **Location and Travel Requirements**

This role may be based on Nantucket or performed remotely. The Director of Development is expected to be on Nantucket approximately four times per year for key meetings and events.

For remote candidates, preference will be given to those located in the Greater Boston or Greater Providence regions to support efficient and cost-effective travel.

## **How to Apply**

Please send your resume to:  
Deborah DuBois  
debd@thewarmingplace.org