

American Association of Caregiving Youth® (AACY)

Development Director

PURPOSE:

The Development Director serves as the chief revenue strategist for the American Association of Caregiving Youth® (AACY), providing leadership to ensure the organization's long-term financial sustainability and growth. Reporting directly to the President and working in close partnership with the Board of Directors, the Development Director leads the design and execution of a comprehensive, diversified fundraising strategy aligned with AACY's mission and strategic priorities.

This role is both externally focused—serving as a senior ambassador and relationship architect—and internally strategic—guiding revenue planning and events management, performance metrics, and infrastructure development to support an annual operating budget exceeding \$1.7 million.

STRATEGIC LEADERSHIP:

External Relations

- Serve as a spokesperson and visible advocate for AACY's mission.
- Expand AACY's philanthropic footprint locally and nationally.
- Cultivate relationships with community leaders, foundations, corporate executives, and key stakeholders.
- Identify and pursue new audiences and markets for support.
- Secure transformational gifts, multi-year commitments, and strategic sponsorships.
- Strengthen donor retention and lifetime value through intentional relationship management.

ESSENTIAL RESPONSIBILITIES:

Revenue Strategy & Sustainability

- Expansion of revenue portfolio including emerging planned giving.
- Develop and implement an annual and multi-year, diversified revenue strategy that ensures operational stability, and identifies new funding opportunities, resulting in at least three months' reserve growth, and program expansion.
- Establish and execute measurable fundraising goals, benchmarks, and performance metrics.
- Drive innovation in philanthropic engagement, corporate partnerships, and revenue diversification.
- Advise the President and Board on fundraising trends, opportunities, and risks.

Individual Giving/Major Gifts

- Manage portfolio of 50 -100 individual donors and prospects
- Strengthen donor retention and lifetime value through intentional relationship management.
- Secure transformational gifts, multi-year commitments, and strategic sponsorships.
- Personally solicit and steward five and six figure gifts.
- Build and grow the donor pipeline.
- Increase donor retention and average gift size.
- Collaborate with internal staff to create end of year annual fund appeal.
- Implement donor recognition and stewardship plan.

Corporate Partnerships

- Develop and lead cultivation and stewardship with corporate partners.
- Design strategic corporate engagement opportunities aligned with the AACY vision and mission objectives.

Events

- Oversee 1-3 annual fundraising events annually – to include annual Benefit.
- Secure events and corporate sponsorships.
- Evaluate event ROI and optimize revenue.

Board & Executive Partnership

- Partner with the President and Board to strengthen a culture of philanthropy across the organization.
- Support Board members in donor cultivation and solicitation.
- Develop tools and training to increase Board Fundraising confidence.
- Engage Board members in development strategy, relationship building, and revenue accountability.
- Provide regular reporting and strategic analysis on fundraising performance and pipeline development.

ESSENTIAL COMPETENCIES:

- Knowledge of donor CRM systems, data integrity, materials creation, and development operations including events, to ensure tracking of gifts and ethical fundraising standards of management.
- Proven leadership in nonprofit development with a strong record of securing individual and corporate gifts/ sponsorships.
- Strategic thinking and the ability to translate vision into measurable revenue growth.
- Executive presence with exceptional communication and presentation skills.

- Strong financial acumen and understanding of stewardship and nonprofit fiscal management.
- Ability to influence, inspire, and mobilize stakeholders at all levels.
- High emotional intelligence and relationship-centered leadership style.
- Entrepreneurial mindset with resilience and results orientation.

QUALIFICATIONS:

- Passion for the AACY Mission and Vision.
- Bachelor’s degree required; advanced degree, or CFRE certification preferred.
- Minimum of five years of progressively responsible fundraising leadership and exemplary fiscal experience with demonstrated results.
- Experience managing fundraising events for organizations with budgets of \$1.7 million or more.
- Proficiency in donor management systems and development reporting tools.
- Experience working with nonprofit boards
- Ability to analyze and report on fundraising data
- Residence in and/or strong ties to Palm Beach County preferred.
- Flexibility for evening and occasional weekend engagements.
- Reliable transportation required.
- Acceptance of additional mutually agreed to responsibilities.

PHYSICAL REQUIREMENTS:

- Able to be physically mobile and active to meet demands of various activities.
- Excellent communication skills using spoken and written words.
- Ability to move, see, and hear within normal parameters.

WORK LOCATION:

May work remotely with time spent in the AACY office, and other agency and outreach related locations.

POSITION TYPE:

Full time – Exempt

Reports to the President