

Path2Freedom

Development Director Position

Why Choose Us?

Path2Freedom is a dedicated non-profit organization based in Southwest Florida that focuses on supporting survivors of sex trafficking. Through a comprehensive range of services, including counseling, case management, and life skills training, Path2Freedom aims to help individuals reclaim their lives and achieve independence. The organization understands the unique challenges faced by survivors and works to create a safe, nurturing environment where they can heal and thrive.

In addition to direct support, Path2Freedom actively raises awareness about the realities of sex trafficking in the community. By providing education and resources, the organization fosters a greater understanding of this issue and encourages community involvement in prevention efforts. With a strong commitment to empowerment, Path2Freedom not only assists survivors in their recovery journey but also advocates for systemic changes that address the root causes of trafficking and support long-term solutions for those affected.

At Path2Freedom, you can make a difference in the lives of the girls we serve.

What You Need to Know:

Job Title: Development Director

Location: Lee or Collier County, Florida

Reports To: Executive Director

Position Summary

The Development Director will lead the strategic planning, execution, and evaluation of Path2Freedom's fundraising efforts to support its mission. This role requires an experienced, dynamic leader with a passion for nonprofit work and a proven ability to drive donor engagement, grow revenue streams, and foster long-term relationships with stakeholders. The Development Director will work closely with the Executive Director, Board of Directors, and other key team members to strengthen the organization's financial sustainability.

Key Responsibilities

Fundraising Strategy & Execution

- Develop and implement a comprehensive development plan that includes annual giving, major gifts, corporate sponsorships, foundation grants, planned giving, and special events.
- Analyze current fundraising activities and identify areas for expansion, with a focus on sustainability and diversified revenue.
- Collaborate with the Executive Director and Board of Directors to set annual fundraising goals and establish a roadmap to achieve or exceed them.

Donor Relations & Stewardship

- Build and maintain strong, long-term relationships with current and prospective donors, understanding their motivations and preferences.
- Oversee donor stewardship programs, ensuring consistent communication, appreciation, and recognition of donor contributions.
- Create opportunities for high-impact donors to deepen their engagement through special events, meetings, and personalized communications.

Marketing & Communications

- Oversight on all content and design for marketing and communications. This includes the following: email, social media, brochures, promotional materials, all event-related materials, Annual Reports, website, donation and fund-a-need donation forms, receipt letters, Christmas cards, Board updates, Board preparations.

Grant Management & Proposal Writing

- Research and identify new grant opportunities aligned with the organization's mission and objectives.
- Write and submit compelling grant proposals, adhering to deadlines and aligning with funder priorities.
- Oversee reporting and compliance for secured grants, ensuring timely and accurate updates to funders.

Community Engagement & Partnerships

- Scheduling and oversight on Path2Freedom events.
- Act as an ambassador for the organization at community events, professional gatherings, and donor meetings to enhance visibility and reputation.
- Public Speaking: Determine needs, prepare, and perform public speaking at events. Prep other speakers for Path2Freedom (including notes, promotional material needs, etc.).
- Cultivate partnerships with businesses, community groups, and other nonprofits to create joint fundraising initiatives and broaden the support network.
- Spearhead public relations efforts to highlight the organization's mission, programs, and successes.

Data Management & Reporting

- Blackbaud oversight and reporting for Path2Freedom. Management of day-to-day logging of new constituents, donations, gifts in kind, receipting, and reporting.
- Ability to design and pull queries of information from Blackbaud (particularly constituent lists for multiple purposes).
- Determine ongoing needs and support of Blackbaud.
- Update and maintain KPIs for Path2Freedom development and general operating results. Provide financial analysis support for leadership as needed.
- Maintain accurate and confidential donor and prospect data in the Blackbaud.
- Generate monthly and quarterly reports to track fundraising progress, donor engagement, and other key metrics.
- Present fundraising performance updates to the Board of Directors and work with leadership to refine strategies based on results.

Team Leadership & Collaboration

- Lead, mentor, and inspire the development team, fostering a culture of high performance and professional growth. You will design and structure how the team will best meet the responsibilities within your area (described above).
- Collaborate with program staff to ensure fundraising messages align with organizational priorities and program needs.
- Engage with the Board of Directors to activate their networks, providing tools and training for effective fundraising involvement.

Qualifications

- **Experience:** Minimum of 5–7 years in nonprofit fundraising, with proven success in major gifts, grant writing, and corporate sponsorships.
- **Leadership:** Demonstrated experience in leading a team, setting goals, and achieving revenue targets. Leadership through influence – leading others that do not directly report to you (both up and down the hierarchy including volunteers).
- **Skills:**
 - Excellent oral and written communication skills - public speaking, relationship management, professionalism, and promotional writing.
 - Brand savvy – eye for creative content, understanding of brand guidelines and protection of Path2Freedom brand and public reputation.
 - Key Performance Indicator understanding and analysis – ability to determine, report and analyze key development performance results and communicate impact and meaning to leadership, team members, and board.
 - Financial acumen (optional) – ability to understand and interpret key financial indicators and provide insights and high-level analysis.
- **Technical Proficiency:** Proficient with donor management software (ideally Blackbaud) and data analysis tools. Fluent in Microsoft Office Suite (Outlook, Excel, Word, PowerPoint) and Google Apps. Canva photo design and promotional material creation.
- **Education:** Bachelor’s degree in Business or equivalent. Ideally in nonprofit management
- **Personal Attributes**
 - Meets all Path2Freedom cultural requirements – mission focused, servant leader who embraces a culture of passion, collaboration, integrity, commitment, & faith.
 - Ability to thrive in a home office workspace.
 - Dealing with ambiguity and learning on the fly – ability to work in a fast-paced environment and flex work responsibilities as needed.

Compensation

Market Competitive Salary + Performance Bonus opportunities

Benefits:

- Health Insurance (organization pays 75% of monthly premiums)
- Two Weeks (10 days) of paid vacation - eligible after six months of employment
- Five paid sick days

To Apply: Please send your resume, cover letter, and references to kipfanta@gmail.com.