

Vice President, Community and Organizational Giving

United Way of Greater Austin

Position Summary

The Vice President of Community and Corporate Giving is a senior fundraising leader responsible for driving revenue growth and donor engagement across corporate partnerships, workplace campaigns, individual donors, and events, with direct accountability for contributing to a \$18M+ annual fundraising portfolio.

This role oversees a diversified revenue portfolio including corporate giving, workplace campaigns, major gifts, sponsorships, and signature events, with an expected annual revenue responsibility of \$6M–\$8M+ unrestricted dollars.

Reporting to the Chief Development and Marketing Officer, the Vice President leads a team of six development professionals and is accountable for building a high-performing, metrics-driven culture that consistently meets or exceeds revenue goals, expands donor pipelines, and strengthens long-term philanthropic investment.

Key Responsibilities

Strategic Fundraising Leadership

- Develop and execute a multi-year fundraising strategy aligned with a \$6-\$8M annual revenue targets.
- Drive year-over-year revenue growth of 8–12% across all managed funding streams.
- Establish and monitor KPIs across revenue streams, including:
 - Total dollars raised vs. goal
 - Donor acquisition and retention rates
 - Average gift size and upgrade rates
- Build and maintain a qualified donor pipeline of 3–5x annual revenue goals.
- Implement data-driven decision-making using CRM analytics and donor segmentation strategies.

Deliverables:

- Annual and multi-year fundraising plan with quarterly benchmarks
- Monthly revenue dashboard and pipeline reports
- Campaign progress reports to executive leadership and board

Corporate & Workplace Giving

- Lead a corporate fundraising portfolio generating \$4M–\$6M annually.
- Increase corporate partner revenue by 10%+ annually through renewals, upgrades, and new partnerships.
- Achieve 75–85%+ corporate partner retention rate.
- Grow workplace campaign participation by 5–10% annually and increase average employee gift size.
- Secure \$1M–\$2M annually in corporate partnerships, sponsorships, and cause-marketing initiatives.

Deliverables:

- Top 50 corporate account plans with revenue goals and engagement strategies
- Annual workplace campaign strategy with participation and revenue targets
- Quarterly corporate engagement performance reviews

Individual & Major Gifts

- Personally manage a portfolio of 75–125 high-capacity donors and corporate executives.
- Secure \$1M–\$3M annually in major gifts (\$10K+).
- Achieve:
 - Minimum 120–150 face-to-face or strategic donor meetings annually
 - 50+ solicitations per year
 - Close rate of 30–40% on qualified prospects
- Increase major donor retention to 85%+ and grow average gift size by 10% annually.
- Build a transformational gift pipeline (\$100K+) of at least 25–40 prospects.

Deliverables:

- Individual donor strategies and moves management plans
- Monthly major gift pipeline and forecast reports
- Campaign gift table and prospect tracking

Events & Sponsorships

- Oversee a portfolio of fundraising events generating \$1M–\$2M+ annually.
- Increase net revenue from events by 10–15% annually.
- Maintain event ROI minimum of 3:1 (revenue-to-expense ratio).
- Grow sponsorship revenue by 15%+ annually.
- Enhance donor engagement metrics:
 - Attendance growth (5–10%)
 - Post-event donor conversion rates (10–20%)

Deliverables:

- Annual event strategy and revenue projections
- Sponsorship packages and sales targets
- Post-event performance and ROI analysis

Team Leadership & Talent Development

- Lead and develop a team of six, ensuring 100% of staff meet or exceed individual fundraising goals.
- Achieve:
 - Staff retention rate of 90%+
 - Employee engagement scores above organizational benchmarks
- Implement performance management systems with quarterly KPI reviews.
- Provide coaching to improve frontline fundraising performance (e.g., donor visits, solicitation success rates).

Deliverables:

- Individual performance plans with revenue targets
- Quarterly team performance dashboards
- Professional development and succession planning roadmap

Community Engagement & External Relations

- Serve as a visible ambassador, completing:
 - 50+ external engagements annually (meetings, speaking events, corporate visits)

- Activate board members and volunteers to support:
 - At least 25–40 major donor introductions annually
- Strengthen community partnerships resulting in new funding or engagement opportunities valued at \$500K+ annually.

Deliverables:

- Board engagement and fundraising activation plan
- Community partnership pipeline and tracking reports

Cross-Organizational Collaboration

- Partner with internal teams to align fundraising with impact priorities and campaign messaging.
- Ensure 100% alignment between fundraising priorities and funded community outcomes.
- Collaborate with marketing to improve:
 - Donor acquisition conversion rates
 - Campaign visibility and engagement metrics

Deliverables:

- Integrated fundraising and marketing calendar
- Campaign messaging and case for support updates
- Quarterly cross-functional performance reviews

What you'll receive:

- Dynamic and rewarding work environment
- Competitive Compensation
- Hybrid Work Option
- Employer 403(b) Matching
- Employer-Sponsored Health Insurance (for employees)
- Dental Insurance
- Vision Insurance
- Flexible Spending Account (FSA)
- Generous Paid Time Off (PTO)
- Paid Parental Leave
- FMLA
- Employee Assistance Program (EAP)

This position is located in Austin, Texas, and reports directly to the Chief Development and Marketing Officer.

Notice: The job description in no way states or implies that these are the only duties to be performed by the employee occupying this position. Management has the right to assign or reassign duties and responsibilities at any time. United Way for Greater Austin is an “at-will” employer.

Salary Description

\$100,000/Annually