

STARRY, Inc.
Position Description
Senior Director of Philanthropy

POSITION ASSIGNMENT

- **Position Title:** Senior Director of Philanthropy
- **Company:** STARRY
- **Status:** Full-time; Exempt
- **Department:** Philanthropy
- **Reports To:** Executive Director of Operations and Philanthropy
- **Supervises:** Director of Philanthropy
- **Location:** Remote with Travel in Central Texas
- **Salary Range:** \$95,000 - \$115,000

STARRY Vision: We envision a Texas where every child has a healthy, forever family.

STARRY Mission: We nurture children, strengthen families, and restore hope through counseling, fatherhood, and family preservation services.

STARRY Core Values

S Service	World-class service is our passion.
T Together	We are stronger together.
A Access	Everyone is welcome here.
R Responsibility	Shared ownership produces successful outcomes
R Relationships	Healing happens when people feel safe, secure and loved.
Y You	Our clients, community, stakeholders and staff are our priority.

Position Summary

The Senior Director of Philanthropy is responsible for the overall planning, implementation, and management of all fundraising activities for STARRY. This leader will play a pivotal role in building a philanthropic culture within the organization, cultivating a network of private donors, and ensuring long-term financial sustainability.

The Senior Director will lead efforts to develop and execute a comprehensive, multi-year fundraising strategy, with a core focus on major gift acquisition.

KEY RESPONSIBILITIES

Strategic Fundraising Planning

- Develop and implement a comprehensive, multi-year fundraising plan aligned with STARRY's strategic goals.
- Set realistic and measurable goals for donor acquisition, major gifts, and overall revenue generation.
- Prioritize building a philanthropic culture within STARRY, engaging leadership, staff, and board members in fundraising efforts.

Major Gift Acquisition

- Build a major gifts program from the ground up, focusing on developing strategies to prospect, research and identification, utilizing various resources and methods to analyze capacity, inclination, and philanthropic interests. Manage a robust pipeline of qualified major gift prospects.
- Design and implement personalized cultivation strategies for prospective major donors, including individual meetings, events, and targeted communications.
- Develop and present compelling proposals and presentations. Negotiate gift agreements and ensure proper documentation.
- Successfully close major gifts in alignment with fundraising goals.
- Create and implement personalized stewardship plans for major donors, ensuring appropriate recognition and ongoing engagement.
- Provide regular reports on major gift activity, including prospect tracking, solicitation progress, and fundraising results.
- Contribute to the overall major gifts strategy, identifying new funding opportunities and developing innovative approaches.

Donor Relationship Management

- Develop and implement a robust donor relations program to cultivate and steward existing donors.
- Ensure timely and personalized communication, including acknowledgments, impact reports, and invitations to events.

Data-Driven Fundraising and CRM Management

- Leverage STARRY's Bloomerang CRM system and Qgiv for donor tracking, data analysis, and reporting.
- Utilize data insights to refine fundraising strategies and improve donor retention rates.
- Collaborate with the Data Analyst to analyze donor trends and identify new funding opportunities.
- Ensure data integrity and generate reports to track fundraising progress and identify areas for improvement.
- Train staff on CRM best practices.

Grant Writing Oversight

- Oversee the grant writing program, ensuring timely submission of high-quality proposals and reports.
- Collaborate with the Grants Manager to develop a strategy around grant seeking, including identifying funding priorities and aligning grant proposals with STARRY's overall mission and goals.

Budget Management

- Develop and manage the philanthropy department budget, ensuring cost-effectiveness and maximizing ROI.
- Forecast revenue, track expenses, and ensure compliance with all relevant regulations and reporting requirements.

Team Leadership and Mentorship

- Provide leadership, mentorship, and support to the Philanthropy team, fostering a collaborative and high-performing environment.
- Ensure professional development opportunities for philanthropy staff.

Community Engagement & Events

- Develop and execute fundraising events with an emphasis on smaller, relationship-driven gatherings that strengthen donor engagement.
- Work closely with staff and community engagement leadership to tie events back to community relationship-building efforts.

Collaboration

- Work closely with other departments within STARRY and outside vendors to align fundraising efforts with organizational priorities.
- Collaborate with the Marketing and Communications Manager to create compelling messaging and raise awareness about STARRY's work.
- Work closely with the Board, staff, and volunteers to foster a deep understanding and appreciation of philanthropy across the organization.

Reporting and Metrics

- Provide regular updates to the Executive Director of Operations and Philanthropy, and to STARRY's Chief of Staff, CEO, and Board of Directors as requested.
- Define and track key success metrics, including dollars raised, number of new donors acquired, and donor retention rate.

KEY REQUIREMENTS

Qualifications

- Bachelor's degree in a related field.
- Must possess certification in the area of fundraising (CFRE, ACFRE, CNDD)
- Minimum of seven years of progressive experience in nonprofit fundraising, with a demonstrated track record of success in major gift acquisition, donor cultivation, and fundraising strategy development.
- Experience working with and maximizing the use of CRM systems (e.g., Bloomerang) for donor management and/or Qgiv for donation tracking, reporting, and analysis.

Knowledge & Skills

- Strong leadership, management, and team-building skills.
- Ability to work independently and as part of a team.
- Passion for STARRY's mission and commitment to its values.
- Excellent communication and interpersonal skills, both written and verbal.
- Proven ability to build and maintain strong relationships with donors, board members, and community leaders.

- Strong organizational and time-management skills with the ability to prioritize tasks and meet deadlines.
- Detail-oriented with a high degree of accuracy.

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