



People Working
Cooperatively



The text "People Working" is in a dark blue font, and "Cooperatively" is in a green font. A green horizontal line is positioned below "People Working". A blue hammer icon is integrated into the letter "i" of "Cooperatively".

Director of Major Gifts

Cincinnati, OH

Kathy Kraushar
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About People Working Cooperatively

People Working Cooperatively (PWC) is a unique, non-profit organization serving very low-income homeowners, including those who are elderly, people with disabilities, and veterans. PWC serves 18 counties in Ohio, Kentucky, and Indiana, strengthening communities as the region's leader in providing professional, critical home repairs, energy conservation, accessibility modifications, and maintenance services to help residents live independently, safely, and healthily in their own homes.

PWC has proudly provided more than 320,000 services to eligible homeowners over our 48-year history. Typically, these individuals face challenges due to illness, disability, job loss, or other circumstances. Services are provided by our professionally trained and licensed tradespeople, along with one of the largest dedicated volunteer groups in the region.

In 2019, PWC successfully launched the PWC Whole Home Innovation Center, a first-of-its-kind space focused on the relationship between our homes and our health. The Innovation Center is a national leader in convening the healthcare, construction, education, and non-profit sectors to jointly solve problems related to the home-built environment. Our programs focus on prevention and wellness while addressing multiple social determinants of health (fall prevention, asthma, lead poisoning). It is designed to learn how to make our homes healthier and safer while strengthening and serving our communities.

Position Summary

People Working Cooperatively has created an exciting new opportunity for a Director of Major Gifts (DMG) to join our Development Team. In this pivotal role, the DMG will collaborate with the VP of Development in the creation and implementation of the Major Gifts program and strategy to support the mission growth of PWC. The DMG is responsible for executing and managing the identification, qualification, cultivation, solicitation, and stewardship of major and planned gifts from high-net-worth individuals as well as gifts/sponsorships from corporations. PWC is supported by a large number of donors and volunteers, and the strengthening of these relationships is important to furthering our mission.

The ideal candidate will have an understanding of the trends impacting the fundraising industry; be capable of cultivating and managing relationships with high-value donors; be a strategic thinker; and be able to leverage internal and external resources to maximize relationship-building outcomes.

Essential Job Functions

- » Identify, qualify, solicit, close, and steward major and planned gifts from high net-worth individuals as well as gifts/sponsorships from corporations through visits and other forms of direct contact
- » Independently maintain a schedule to support a portfolio of 100+ relationships, tracking the number of meaningful visits, increases in support from existing donors, number of new donors, and stewardship efforts
- » Execute a moves management approach to the portfolio and a custom strategy for each donor to develop approaches to generate new and higher levels of giving
- » Enlist senior management, volunteers, and board members in the cultivation and solicitation of major donors and prospects that integrate into the overall department goals and plans
- » Promote and close complex gifts such as campaigns, endowments, and sponsorships
- » Collaborate with team members to analyze portfolios, strategize upgrades, and establish goals for outright and planned gifts
- » Work with communications and development staff to develop customized communications to donors and supporters in order to deepen their understanding and support for People Working Cooperatively
- » Coordinate cultivation, recognition, and stewardship activities, as needed, with other staff members

Qualifications

With the understanding that no one person will offer every desired skill and characteristic outlined below, compelling candidates will offer much of the following:

Education + Experience

The following are among the strengths and experiences People Working Cooperatively is seeking in this position:

- » Bachelor's degree or equivalent professional work experience
- » Minimum of five years of successful portfolio management experience in a nonprofit organization with a proven success record in major, corporate, and/or planned gift fundraising

Skills + Competencies

- » Build and manage a portfolio of major gift donors and prospects to deepen their engagement and relationships with PWC and increase their giving, aligned with the organization's fundraising priorities
- » High emotional intelligence; able to understand the needs and concerns of donors, partners, and colleagues
- » Resourceful, proactive, and self-motivated with a strong sense of ownership and accountability
- » Ability to function autonomously yet work collaboratively across all departments and teams
- » Strong critical thinking to align organizational needs and donor opportunities
- » Excellent organizational and problem-solving skills with the ability to multi-task, handling many relationships at once
- » Highly organized with excellent time and project management skills, including the ability to anticipate tasks, set priorities, meet deadlines, and function smoothly under shifting priorities
- » Strong listening and interpreting skills in order to respond to donor needs
- » Strong written, oral, and presentation communication skills with demonstrated ability to inform, influence and persuade others
- » Proficient in Microsoft Office Suite with the ability to learn Donor Perfect and maintain current and accurate records
- » Understanding of PWC's mission, programs, services, and events with the desire to be an effective spokesperson and representative
- » Requires some nights/weekends

Leadership + Key Colleagues

(Please do not contact the organization or its leaders directly)

Jock J. Pitts **President**

As President of Greater Cincinnati's unique, one-of-a-kind non-profit organization, Jock has more than three decades of leading and overseeing the critical home repair, energy conservation, and modification programs providing services to our low-income, disabled, and veteran homeowners. In all cases, his goal remains the same, PWC Mission: serving the needs of our clients so they can remain in their homes, living independently and healthier in a safe, sound environment. PWC has grown from providing 2,000 total services in 1987 to averaging 9,000 services every year, serving 18 counties in Ohio, Kentucky, and Indiana.

In 2019 PWC successfully launched the PWC Whole Home Innovation Center, a first-of-its-kind space focused on the relationship between our homes and our health. The Innovation Center is a national leader in convening the healthcare, construction, education, and non-profit sectors to jointly solve problems related to the home-built environment.

Under his leadership since 2002, People Working Cooperatively (PWC) has earned the Better Business Bureau's Wise Giving Seal of Charitable Accountability, was named the 2009 Non-Profit of the Year by the Cincinnati Chamber of Commerce, and received the 2016 Torch Award for Marketplace Ethics from the Cincinnati Better Business Bureau (BBB).

Jock was selected as one of the "500 most powerful and influential people in Ohio" and recognized in the Fall 2022 issue of Ohio Business magazine. As an Ohio business leader, Jock is recognized for his visionary mindset, civic-minded engagement, and commitment to helping his community grow and prosper.

Jock earned a Bachelor of Science degree in Aeronautics from Miami University of Ohio and a Masters in Environmental Pollution Control from the Pennsylvania State University. Jock is married to Deborah and has three wonderful children.

Jock serves on the boards of several other organizations.

Chris Owens **Vice President of Development**

Chris Owens is the Vice President of Development for People Working Cooperatively. Chris oversees the organization's communications, community relations, marketing, and fundraising activities. Her responsibilities include directing PWC's multiple fundraising efforts, from applying for and securing grants, overseeing the annual campaign, and securing corporate and individual donations to planning large-scale fundraising events, like PWC's annual ToolBelt Ball.

During her three-decade career at PWC, Chris has earned numerous accolades advancing the organization's level of community recognition and commitment to its cause. Among them include doubling the funds raised through PWC's annual campaign and growing the amount raised by PWC's annual fundraiser, ToolBelt Ball, in its 25th year.

Chris earned her Bachelor's Degree in Communications and Public Relations from Xavier University. She is a member of the Association of Fundraising Professionals and the Greater Cincinnati Planned Giving Council. Chris resides in Ft. Wright, KY.

Reporting Relationships

The Director of Major Gifts reports to the Vice President of Development and has no supervisory responsibilities.

Compensation + Benefits

The salary range for this position is \$95,000 - \$105,000

A competitive benefits package is provided, including:

- » Paid Vacation- 15 days; can earn up to 20 days
- » Paid Holidays - 11 or 12 days (depending on when Christmas falls)
- » Health Insurance - Medical, Dental, Vision, HSA with employer contribution, FSA, Dependent Care Flexible Spending
- » Annual Health Incentive Programs - combined up
- » 401(K) retirement - matching 3% employer contribution
- » Group Life /AD&D Insurance, Voluntary Life Insurance, Short Term and Long Term Disability Insurance
- » Dependent Care Flexible Spending Account
- » Worker's Compensation
- » Voluntary Accident/Critical Illness Coverage
- » Laptop and Cell Phone Allowance
- » Education Assistance Program
- » Employee Assistance Program

Location

The Director of Major Gifts must be in the Greater Cincinnati Region and works from the office located at 4612 Paddock Road, Cincinnati, OH 45229

Travel Statement

Some local/regional travel is expected, including donor meetings and events.

EEO

People Working Cooperatively does not discriminate against any employee or applicant for employment because of race, color, sex, age, religion, national origin, or disability.

Background Checks

Before sending your resume for this position, please read it over for accuracy. Cooper Coleman verifies its candidates' employment and academic credentials at the time of offer, and will conduct a background check before finalizing an offer.

Submission Instructions *(read carefully)*

[Cooper Coleman](#) is leading this search on behalf of the People Working Cooperatively. To apply, please [visit this link](http://www.coopercoleman.com/current-searches) (www.coopercoleman.com/current-searches). Inquiries and nominations of qualified candidates can be sent to:

Kathy Kraushar
kathy@coopercoleman.com

Kindly use the position title as the subject line of your email. All inquiries will be held in confidence.

A cover letter is not required with your initial application but is welcomed to help us understand your fitness for this role during our initial evaluation. Candidates invited for interviews will be asked to provide a thoughtful letter of interest indicating their specific qualifications for the opportunity, desire to join People Working Cooperatively, and connection to its mission.

Cooper Coleman LLC is committed to providing equal employment opportunities to all qualified candidates and will refer candidates without regard to race, color, religion, national origin, sex, sexual orientation or identity, age, ability, veteran status, or any other legally protected basis.

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Cooper Coleman is a full-service recruiting and consulting firm partnering exclusively with nonprofit organizations, foundations, and research and academic institutions to drive meaningful growth. We move organizations *forward* by placing the right leaders in the right roles at the right time, and we help to strengthen management and fundraising capacity to amplify their mission and impact. Follow us to stay informed of new opportunities.



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