



Title: Director of Individual Giving, All Stars Project
Primary Location: New York City
Status: Full-Time, Exempt
Reports to: Vice President of Development, All Stars Project

*Are you looking to make a direct **impact** on youth and inner-city communities by **developing** the lives of the people you reach?*

*Become a part of our **growing** national non-profit team whose **purpose** is to bring out the **All Star** in everybody.*

The Organization

The All Stars Project (ASP) is a growing national nonprofit organization whose mission is to transform the lives of youth and poor communities using the developmental power of performance, in partnership with caring adults. While the ASP's afterschool programs include hip-hop talent shows, training in theatre and the arts, and programs where we partner with the business community to help young people create a professional performance, we are doing so much more – we are building community and imagining possibility. Founded in 1981, the ASP is headquartered in New York City, and currently operates in five locations across the United States (New York, New Jersey, San Francisco Bay Area, Chicago and Dallas). The ASP is primarily privately funded, with two-thirds of our support coming from individuals.

Each year, All Stars afterschool development programs involve tens of thousands of inner-city young people and adults from all walks of life in transforming their lives and communities. The ASP believes afterschool is the best way to bring young people growing up in poor communities into the mainstream. They start to connect to opportunities, to the world of success, to the business community and have experiences that are very far from where they come from, sparking their desire to learn and grow.

Role Description

Reporting to the VP of Development, the Director of Individual Giving is a senior member of a dynamic national team responsible for raising nearly \$10 million annually for the organization. This person will lead the national strategy and local execution of our Annual Campaign, our broadest campaign that reaches thousands of individual supporters each year, in partnership with local ASP fundraising leaders. The Director will oversee individual giving communications strategy and execution, lead and train our team of fundraisers in executing these campaigns, and manage a portfolio of 100 supporters at the \$500 to \$25,000 giving level. The Director will be involved in major gifts work, including supporting the management and pipeline processes for our regional boards. The Director of Individual Giving will be an internal and external leader, will support and develop processes and systems for our team, and will be a dynamic and skilled manager of people.

Key Responsibilities

- Oversee national Annual Campaign; develop and execute campaign that is responsible for outreach, solicitation, cultivation of over 1,000 supporters of ASP.
- Hands-on manage Annual Campaigns in the New York and San Francisco markets, including participating as a solicitor and cultivator, set up and run phone campaigns, mailings, and email strategies to supporters.
- Create training and organizing environments for our national team of fundraisers to advance their skills, and to strengthen processes, for our national Annual Campaign.



- Oversee creation of cultivation experiences for supporters to connect to our youth development programs and young people, as well as process of inviting our individual donors to experience these opportunities.
- Lead fundraising retention strategy development, as well as a 'thank you' effort to appreciate supporters for their investment.
- Over time, directly supervise 2-4 members of national development team.
- Manage a portfolio of 100 individual supporters at the \$500 to \$25,000 giving level.
- Support development of our regional boards, including producing and participating in board meetings virtually (and ultimately, in person) nationwide.
- Develop a Planned Giving focus for our individual supporters, including executing 5-10 Planned Giving solicitations each year.
- Create insights and processes for ASP to fully utilize technology tools that manage and track our work, including supporting the implementation of new tools.
- Support high-level and leadership needs of national development department, participating in meetings, strategy development, team activities and more as assigned by VP of Development.

Qualifications

- At least 7 years of direct fundraising experience required, including in executing personal solicitations
- At least 3 years of experience as a direct supervisor of staff
- Highly detail-oriented, organized, and motivated, with experience in setting up and overseeing new processes and systems for team success
- Strong verbal and written communication skills
- Superb administrative skills including use of MS Word, Excel, PowerPoint, and Outlook
- Strong aptitude for learning database and online development tools, with experience in Raiser's Edge, AirTable and MailChimp preferred
- Strong leadership and interpersonal skills and the ability to interact and communicate professionally with individuals at all levels of the organization
- Flexibility in schedule – some evenings and (when we are back in person) Saturdays are required for phone shifts, special events or other activities during peak season
- Strong ability to convey the strategy and unique approach of the All Stars Project in the growing field of Afterschool Development
- Understanding of poverty-related issues and a commitment to creating educational and developmental opportunities for inner-city youth in outside of school contexts
- Bachelor's degree or equivalent experience required

How to Apply

Send resume and cover letter (Word or PDF format only) to jobs@allstars.org. Please tell us why you're interested in this role and include your salary requirements. Indicate "Director of Individual Giving" in the subject line of your email for fastest consideration.

To learn more about All Stars Project, please visit our website at <https://allstars.org/>