



Appalachian Voices

**Director of Individual Giving
Remote - Charlottesville, VA**

DRi Waterstone
HUMAN CAPITAL

DRiWaterstone Human Capital
3033 Wilson Blvd., Suite E-537, Arlington, VA 22201
703-294-6684

<https://driwaterstonehc.com/>

Appalachian Voices

Safeguarding Our Environment and Our Future



We envision an Appalachia with healthy, intact ecosystems and generative local economies that allow communities to thrive. Founded in 1997, Appalachian Voices brings communities together to work for environmental and economic justice for Central and Southern Appalachia and, ultimately, for the United States.

For more than a century, Appalachian communities have powered the growth of America's industrial might—and have endured the resulting pollution, damaged lands, and poverty.

Campaigns For Change

Appalachian Voices believes change must begin at the community level, where there is opportunity to transcend the polarization obscuring common interests and values and impeding the collective action needed to overcome powerful interests. Appalachian Voices realizes its vision by seizing local opportunities to embrace clean energy and build wealth; rejecting extractive, polluting industries; and defending Appalachia's unsurpassed natural heritage.

Building a New Appalachian Economy: Appalachian Voices collaborates with regional partners and leverages public and private funding for stakeholder-driven initiatives, including supporting emerging industries, repurposing coal-impacted lands, and developing a local clean energy economy.

Transforming Our Energy System: As market and technological advancements render the centralized fossil fuel model obsolete, Appalachian Voices works to shift the balance of power by building non-traditional coalitions to create systemic change and securing policies that drive clean energy growth.

Preventing Investments in Fossil Fuels: Appalachian Voices challenges antiquated policies and rubber-stamping regulatory entities that govern the development of gas pipelines and associated infrastructure. We challenge fossil fuel proposals at every opportunity by elevating community voices and growing grassroots opposition.

Addressing Coal's Impacts: As a trusted regional advocate and watchdog, Appalachian Voices addresses the legacy impacts of coal mining, exposes the true costs of the industry's dirtiest methods, and builds local power to prevent new mining while holding coal companies accountable.

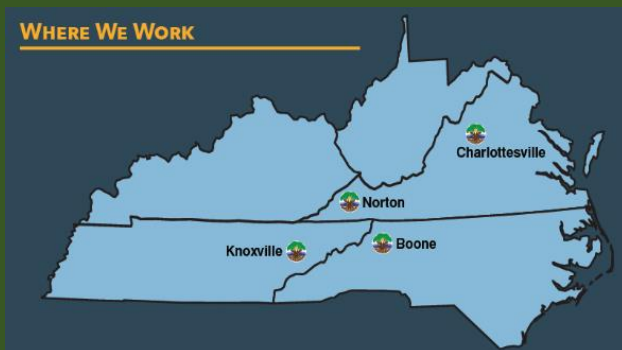


Maximizing Regional and National Impact

The Appalachian Voices team is a passionate group of individuals, each bringing unique skills to address important issues at the intersection of environmental and economic justice. It is joined by a regional and national network of people who believe in the innovative, cutting-edge, and socially just energy policies Appalachian Voices advocates for every day.

With this network's generous support, Appalachian Voices, with a \$7+ million annual budget, has more than quadrupled in size and revenue since 2013. This growth has had a transformative impact, enabling the defeat of the Atlantic Coast Pipeline and clean-up of hazardous coal ash ponds, introduction of solar power to previously coal-dependent regions, and successful advocacy for billions of dollars in federal funding to restore land impacted by mining.

Appalachian Voices' impressive growth has led to the adoption of the strategic plan, **"Energy Democracy and Our Common Wealth,"** leveraging its growing visibility and influence into strategic campaigns that combine collaborative leadership, powerful partnerships, and grassroots power building with a tradition of technical, policy, and political expertise. A pillar of the strategy is the expansion of a major individual gift program to augment overall income and to create a sustainable and high-impact revenue stream. Perhaps most importantly, the entire organization is fully committed to the strategic plan as its guiding roadmap.



Appalachian Voices honors supporters' investments with integrity, bold action, and strategies designed for maximum impact.



The Opportunity

Appalachian Voices seeks a **Director of Individual Gifts** to play a critical role in the growth of the organization and its fundraising efforts. The Director will work with a high-performing fundraising team to develop and implement an effective individual-focused philanthropy program that will support Appalachian Voices' strategic plan. The successful candidate will serve as the principal major gift fundraiser, managing a nationwide portfolio of major donors and prospects with four-, five-, six-, and seven-figure philanthropic capacity. This position oversees the Advancement Manager and works closely with the Advancement Operations and Data Specialist, as well as the foundation and grants team.

Key responsibilities include

- ❖ Act as the primary relationship manager for individual major gift donors: identify, cultivate, solicit, and steward major gift donors and prospects. Benefactors with annual gifts exceeding \$1,000 are considered major donors.
- ❖ Manage a portfolio of 150 donors, including those with the capacity to make 5-figure gifts; work closely with leadership to develop 6-figure gifts.
- ❖ Develop tailored donor strategies and cultivation plans for each donor in the portfolio, with thoughtful consideration to the donor's interests, motivations, and preferences.
- ❖ Travel extensively in the Southeast and regularly throughout the U.S. to broaden engagement of donors with Appalachian Voices' work.
- ❖ Manage and implement strategies designed to acquire, qualify, and cultivate new major gift opportunities, with a focus on growing the pool of donors capable of making 5- and 6-figure gifts.
- ❖ Prepare program staff, leadership, and other influencers involved in donor relationships for meetings/events.
- ❖ Communicate with major gift donors in person, by phone, electronically, and in written materials.
- ❖ Monitor the acknowledgment and recognition process to ensure donors are properly stewarded.
- ❖ Convey the mission of Appalachian Voices to diverse groups who are important to the organization's overall prosperity.
- ❖ Assist with donor communications, including regular updates, the Annual Report, End of Year solicitations, and other fundraising pieces as needed.
- ❖ Track interactions with donors and maintain the integrity of those records, including upholding key deliverables and deadlines.
- ❖ Keep the Development Team and leadership current on major gifts work via briefing and debriefing materials.



The Candidate

The successful Director of Individual Gifts will need to identify, cultivate, solicit, and steward donors and prospects with a range of financial means. This will require an innovative mindset and creative thinking particularly as it relates to the volume of donors and prospects, and the visibility and exposure of the organization. Appalachian Voices seeks candidates who are unafraid to take risks based on sound principles, data, and information. The ideal candidate for this role will be a self-starter, curious, confident, organized, disciplined, impact-focused, and adept at translating complicated ideas and outcomes into appealing donor communications and fundraising packages.

Background

- ❖ Minimum of 3 to 5 years of experience managing a nationwide portfolio of major donors and prospects with four, five, six, and seven-figure philanthropic capacity.
- ❖ Experience in non-profit development, preference for experience working with high net-worth donors.
- ❖ Preference may be given to candidates with prior experience in environmental or economic justice, social justice advocacy, or policy advocacy.

Fundraising Skills and Accomplishments

- ❖ Experience in all stages of major donor portfolio management, from identification to stewardship.
- ❖ Enthusiastic commitment to a high-touch model of donor cultivation with an ambitious schedule of personal visits, telephone, and email outreach.
- ❖ Charismatic interpersonal style that establishes quick connections with donors.
- ❖ Demonstrated ability to analyze donor data and develop a systematic and strategic approach to portfolio development.
- ❖ Experience with moves management systems and processes necessary to advance major donors in their commitments.
- ❖ Excellent communication and presentation skills; ability to translate complex policy work into tailored and compelling donor messages.
- ❖ Record of working closely with a chief executive, as well as policy and senior strategy teams, to develop concept papers and proposals.
- ❖ Record of successfully engaging senior leaders and Board members in the fundraising process.



Appalachian Voices

Submit your application at
<https://driwaterstonehc.com/position/director-indiv-giving-appalachian-voices/>

All first-round interviews for this position will take place via video conference with DRiWaterstone.

DRiWaterstone is a women-founded and led executive search firm recognized by Forbes magazine as one of the leading executive recruiting firms in the U.S. With a focus on purpose and mission-driven organizations, we provide executive search and strategic consulting services to help regional, national, and international clients grow, thrive, and excel.

Location: Remote; Ideal candidate will be located in Charlottesville, VA.

Compensation: \$110k to \$130k, based on experience.

Equal-opportunity Employer:

Appalachian Voices is committed to diversity, equity, and inclusion both in our work and in our organizational structure. We seek applicants who share and exhibit these principles. As an equal opportunity employer, we are committed to employment practices that ensure employees and applicants for employment are provided with equal opportunities without regard to race, color, national origin, ancestry, sex, age, religion, physical or mental disability, medical condition, veteran status, marital status, pregnancy, sexual orientation, gender identity, gender expression, genetic information or any other factor that is not related to the position.