

DEVELOPMENT DIRECTOR OPPORTUNITY



The Opportunity

Island Senior Resources (dba ISR/Senior Services of Island County) seeks a visionary, seasoned Development Director to plan and lead our fundraising program in service of Island County's seniors, adults with disabilities, and those who care for them. We are the primary provider of resources for seniors in Island County where 26% of the population is over 65. The Development Director will join a dynamic leadership team led by a veteran of nonprofit leadership and management.

This is a unique opportunity to be the first-time Development Director in a well-run and highly successful nonprofit on beautiful Whidbey Island. You will be responsible for creating, developing, and running development programs for which there is considerable enthusiasm on the board, and which will impact the community and the organization for years to come.

To ensure a sustainable future for critical programs amid shrinking public resources and increasing demand, the Development Director will build the major gifts and planned giving program to ultimately raise at least 15-20% of the \$3,400,000 annual budget.

As our Development Director you will:

- ◇ Create quarterly and annual development plans, in collaboration with other staff and select board members
- ◇ Design, develop, and lead our first major gifts program, and planned giving program
- ◇ Research and develop a corporate giving program
- ◇ Educate, mobilize, and support the board of directors in fundraising activities
- ◇ Expand foundation and corporate giving and manage our grants program
- ◇ Partner with highly talented Community Outreach and Communications staff to design and implement supportive events and materials
- ◇ Contribute to the synergy of the Leadership Team



Who We Are

Island Senior Resources has 46 years of experience as the primary contractor for an interwoven set of programs critical to the health and wellbeing of seniors, adults with disabilities, and those who care for them in Island County including:

- Nutrition (seven meal sites and Meals on Wheels)
- Aging and Disability Resources (Information and Assistance and Family Caregiver Support)
- Medical Transportation
- Case Management for Medicaid eligible adults
- Adult Day Program
- State Health Insurance Benefits Advisors
- Lending Closet
- Wide range of educational and social activities

Island Senior Resources has 62 full-time and part-time employees, 280 volunteers, and a supportive community. In 2018, we served over 10,000 individuals in a county of over 83,000 people.

A new, outcome-driven strategic plan built on Island County-wide engagement will guide Island Senior Resources through the next three years.

Island Senior Resources' capacity for innovation, collaboration, and service excellence are key to the culture of the organization. The board of directors includes members from throughout the county who come from a wide array of backgrounds. Board, staff, and volunteers thrive in a passionate, mission-driven work environment.



Qualities and Skills

INNOVATIVE CHARISMATIC
COLLABORATIVE
MOTIVATED PASSIONATE
INSPIRED PRECISE

We seek an inspired development leader, dedicated to the success of Island Senior Resources, and able to:

- Engage donors and build commitment to high quality and high impact programs
- Design systems that assure the effectiveness of the development program
- Partner with the board of directors, community members, staff, and volunteers to compel planned giving, and major gifts
- Expand awareness of Island Senior Resources' benefits to the community
- Grow our corporate and foundation grant program
- Work with a team to clarify and strengthen messaging across all platforms
- Bring insights about the big picture, coupled with a drive to finesse the details needed for success
- Design and deliver extraordinary community engagement and contributions
- Bring vision, direction, and practical expertise to relationships with board members, employees, volunteers, community stakeholders, and collaborating partners
- Deepen and contribute to the strengths of our dynamic Leadership Team
- Expand our use of technology through proficiency with Microsoft Office 365, donor database software, and understanding social media platforms such as Facebook and Instagram. Adobe Suite skills helpful, but not required
- Be an independent, collaborative, creative problem-solver in a lively, innovative, trust-centered work environment
- Share a depth of knowledge, experience, wisdom with a touch of humor, in service of our vision, mission, and culture

Compensation and Benefits

- The Development Director position is full-time (40 hrs/wk.) that requires a willingness to work evenings and weekends as needed. The anticipated salary is \$62,000 to \$70,000 depending on experience and skills. Our staff work independently and flex their hours as needed. The Development Director would already live on or plan to live on Whidbey Island.
- We offer a health plan, life insurance, access to AFLAC programs, paid vacation and health leave, and travel reimbursement.

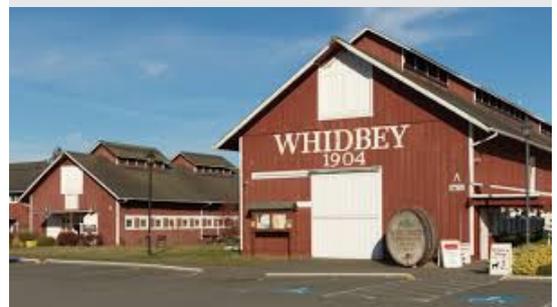
Where We Are



Whidbey Island boasts Ebey's National Reserve, three state parks (Deception Pass, Fort Ebey, and South Whidbey), as well as county and municipal parks. These provide unparalleled access to magnificent views of the Olympic and Cascade Mountains and Puget Sound. There are biking paths, numerous hiking trails, and beaches and lakes with access for fishing, kayaking, and boating.

Whidbey is also known for its vibrant arts community. The Island hosts six farmers' markets and nearly year-round local events that attract visitors from across the Northwest.

The South Whidbey schools provide a strong foundation for youth to succeed and move on to some of the finest universities and colleges in the nation.



Whidbey and Camano Islands are within a 1-2 hour drive of Seattle and 30 minutes from Everett. The primary offices of Island Senior Resources are on the southern end of Whidbey Island. The Development Director's office is located in Freeland, along with the Community Outreach, Communications, and Finance teams.



How to Apply

Please apply online by submitting your cover letter and resume in a single pdf document via email to:

developmentdirector@islandseniorservices.org.

In your cover letter, please describe why you believe you are a uniquely great fit for this role by addressing the qualifications in this announcement.

Questions may be directed to Cheryn Weiser, Executive Director Contact her at cheryn@islandseniorservices.org or by phone at (360) 321-1614.

All applications will be held confidentially within the Selection Committee and given serious consideration as soon as they are received. *We encourage early applications.* Interviewing will begin in early May; the position will be open until filled.



Island Senior Resources is ADA compliant and does not and shall not discriminate based on race, color, religion (creed), gender, age, national origin (ancestry), disability, marital status, sexual orientation, or military status, in any of its activities or operations.

We are committed to a set of guiding principles of engendering trust and respect; making the best use of human and financial resources; promoting interdependence, collaboration, and participatory decision-making, and seeking excellence in all that we do for those we serve.



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