Island Senior Resources

LANGLEY, WASHINGTON

SENIOR DIRECTOR OF DEVELOPMENT & MAJOR GIFTS

Every day, Island Senior Resources helps thousands of seniors and adults with disabilities live with dignity, independence, and connection. ISR is looking for a Senior Director of Development & Major Gifts with the fundraising expertise, strategic vision, and heart for the mission to deepen donor relationships, grow major and legacy giving, and help expand the philanthropic support behind ISR's work. The compensation for this role is set at **$135,000 - $140,000** with excellent benefits.

Apply by
November 22, 2026
(First Review, Open Until Filled)

PROTHMAN

THE COMMUNITY

Island Senior Resources serves residents across Island County, a two-island county in northwestern Washington composed primarily of Whidbey Island and Camano Island. The county is home to more than 86,000 full-time residents, with a higher-than-average proportion of residents aged 60 and older. Proximity to Seattle and Everett supports regional access while maintaining a distinct island setting.

Oak Harbor is the largest community in the region and is home to Naval Air Station Whidbey Island. Coupeville, the county seat, is known for its historic waterfront, while South Whidbey communities, including Langley, are recognized for their artistic character, galleries, and cultural programming. Recreation and community life are shaped by Deception Pass State Park, Ebey's Landing National Historical Reserve, local farms, galleries, wineries, and an extensive network of parks, beaches, and trails. Transportation connections include Deception Pass Bridge, ferry service between Clinton and Mukilteo, and State Route 532 on Camano Island. Island Transit provides free bus service.

THE ORGANIZATION

Founded in 1972, Island Senior Resources (ISR) is a 501(c)(3) nonprofit organization that serves older adults, adults with disabilities, caregivers, and families throughout Island County, Washington. ISR is headquartered on Whidbey Island and partners with local jurisdictions, senior centers, and community organizations to coordinate service delivery. The organization serves over 10,000 individuals annually, supporting independence, aging in place, and access to services that promote wellbeing.

ISR operates with approximately 60 employees and more than 219 volunteers. The organization reports annual revenue of $3.7 million and an operating budget exceeding $3.4 million, supported by a mix of public funding, grants, donations, and program revenue.

Services include Meals on Wheels and community meals, Information & Assistance, Medicare benefits advising, medical transportation, case management for Medicaid recipients, support groups, medical lending libraries, and community programming. ISR's values emphasize building trust and respect, using human and financial resources wisely, and fostering collaboration and participatory decision-making.

ISR's donor base includes 2,908 donors, with 1,272 active and 1,636 recent donors who have not given in 18 months. Ninety-six donors have given more than $5,000 historically, although not all are currently active. Examples of gifts received in 2026 include $50,000, $25,000, and $20,000. Annual donor counts totaled 800 in 2023, 710 in 2024, and 1,000 in 2025, with 500 donors in 2026 as of October with the majority of donors yet to be realized.

THE POSITION

Reporting to the Executive Director and serving as a member of the executive leadership team, the Senior Director of Development & Major Gifts leads Island Senior Resources' comprehensive contributed revenue program and serves as the organization's lead frontline fundraiser. The Senior Director supervises one direct report, the Director of Annual Giving, and will spend the majority of their time directly engaging donors through visits, conversations, proposals, solicitations, and stewardship while providing strategic direction for the broader development program. Building upon a strong annual giving foundation, the Senior Director will help ISR intentionally expand major giving.

A primary focus will be strategically managing a portfolio of major donors and prospects, expanding that portfolio over time, and developing individualized cultivation, solicitation, and stewardship strategies.

The Senior Director will lead the formation and annual refinement of a written development plan, establish revenue goals and performance measures, monitor donor retention, and ensure disciplined use of ISR's donor management system for documentation, forecasting, and reporting. The position will also help translate ISR's programs, financial position, and community impact into a compelling case for support.

The Senior Director will partner with the Executive Director on key donor relationships and strategic asks; engage board members in cultivation and stewardship; collaborate with communications, community engagement, finance, and program staff; and support donor gatherings and cultivation activities.

To learn more about the responsibilities of this position, please view the full job description here.

THE IDEAL CANDIDATE

Island Senior Resources is seeking an accomplished fundraising professional who understands that successful development is built on relationships, trust, and connecting donor interests with meaningful organizational impact. The successful candidate will be both a strategist and a hands-on fundraiser, with a thoughtful, disciplined approach to donor engagement and follow-through.

The ideal candidate will be a strong team player and relationship builder who works effectively with the Executive Director, Board, staff, volunteers, donors, and community partners. This person will bring accountability, transparency, sensitivity to equity and inclusion, and local knowledge or the ability to build meaningful community connections. ISR is looking for someone with a growth mindset, humility, humor, sound judgment, and a genuine heart for the mission.

EDUCATION & EXPERIENCE

Candidates must have at least five years of progressive fundraising experience, with demonstrated success in individual and major giving. Eight to ten years of experience, including at least three in a senior development role, is preferred. Candidates must demonstrate the ability to build donor trust and personally cultivate, solicit, and close significant gifts, ideally within a small or mid-sized nonprofit environment.

Experience developing and implementing a comprehensive development plan, managing a major donor portfolio, using donor database/CRM and moves-management systems, establishing fundraising metrics, forecasting contributed revenue, and partnering with executive leadership and Board members is highly desirable. Experience supervising or mentoring development staff is also preferred.

A record of success supporting a capital or special campaign, experience with planned and legacy giving, and an event-management background are strongly desired. Experience with a nonprofit serving older adults, people with disabilities, human services, or a similarly mission-driven organization is preferred. CFRE certification or the ability to achieve certification within the first 12 months of employment is preferred.

Candidates should bring strong nonprofit financial literacy and excellent written, verbal, interpersonal, and organizational skills. Discretion and sensitivity will also essential when handling confidential donor information.

For more information on Island Senior Resources, please visit:

www.senior-resources.org

COMPENSATION & BENEFITS

- **$135,000 - $140,000 DOQ**
- **Work Schedule:** Hybrid, with a combination of remote and in-office work. Specific arrangements will be determined based on organizational needs and team collaboration.
- **Vacation:** 12 days accrued per year, increasing to 20 days per year by five years.
- **Paid Holidays:** 11 federal holidays with full office closure, plus one anniversary holiday per year.
- **Sick Leave:** 12 days per year.
- **Paid Leave:** Bereavement and jury duty.
- **Health Insurance:** Employer-paid health insurance for the employee with buy-up options available; employee-paid options are available for dependents. Employees who opt out of the group plan because they have other minimum essential coverage may be issued cash up to $420 per month.
- **Vision Insurance:** Employer-paid vision insurance for the employee; employee-paid options are available for dependents.
- **Group Term Life and Accidental Death and Dismemberment Insurance:** Up to a $10,000 benefit.
- **Employee Assistance Program.**
- **Optional 401(k).**
- **Relocation Assistance.**

Island Senior Resources

Island Senior Resources is an Equal Opportunity Employer. All qualified candidates are strongly encouraged to apply by **November 22, 2026** (open until filled). Applications, supplemental questions, resumes and cover letters will only be accepted electronically. To **apply online,** go to **www.prothman.com** and click on "**Open Recruitments**", select "**Island Senior Resources, WA – Senior Director of Development & Major Gifts**", and click "**Apply Online**", or click here. Resumes, cover letters and supplemental questions can be uploaded once you have logged in.

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