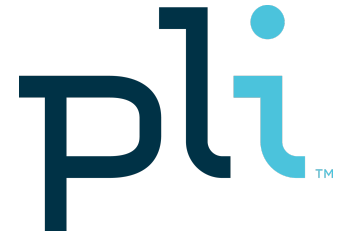


# Major Gifts Officer



## Position Summary

Designs and executes a donor solicitation strategy that results in increased major and mid-level gifts and significant year-over-year fundraising growth.

## Primary Responsibilities and Accountabilities

- **Own the ask.** Lead the strategy and execution for solicitations that result in major and mid-level gifts, including setting targets, timing, and next steps in the donor journey for each prospect.
- **Manage a donor portfolio.** Build and steward a qualified portfolio of current and prospective donors, moving relationships from discovery to commitment to increased commitment.
- **Conduct solicitation meetings.** Schedule and lead in-person and virtual donor meetings, clearly communicating need, impact, and specific giving options.
- **Close commitments.** Secure commitments and ensure timely follow-through to convert intent into completed gifts.
- **Maintain accurate CRM records.** Document all interactions, plans, and next steps; keep pipeline stages current; ensure data integrity for forecasting and reporting.
- **Execute donor journey plans.** Build individualized cultivation plans, including touchpoints, updates, invitations, and meaningful follow-up.
- **Collaborate cross-functionally.** Work closely with fundraising leadership, program leaders, and executives to align donor conversations with real priorities and real outcomes.
- **Represent the organization externally.** Serve as a credible, mission-aligned ambassador with donors, churches, partners, and at selected events.
- **Track performance metrics.** Report on activity and outcomes as required.
- **Contribute to a culture of fundraising excellence.** Share best practices, improve solicitation tools and messaging, and continuously refine what works across the team to increase results.

## Qualifications

Preferred qualifications include:

- 5+ years of demonstrated success directly soliciting and closing major and/or mid-level gifts, including making clear asks and securing commitments.
- Experience fundraising in a ministry, nonprofit, or values-driven organization.
- Strong relationship-building skills with the ability to earn trust quickly and navigate sensitive conversations with confidence and humility.
- Excellent written and verbal communication skills, including the ability to translate mission and outcomes into compelling donor proposals.
- High comfort with goals, metrics, and accountability (visits, asks, proposals, closes, revenue).
- Strong planning and follow-through: disciplined with next steps, deadlines, and documentation.
- Experience using a CRM to track donor interactions, manage donor journeys.
- Ability to collaborate cross-functionally with leadership, program staff, and communications to align donor strategy with organizational priorities.

- Comfortable with travel and meeting donors in-person or online; able to work effectively in a remote environment.
- Professional judgment and integrity in handling confidential donor information.
- Self-starter with a growth mindset, coachability, and a bias toward action
- Active member of a Bible-Based, Christian Church and agreement with PLI Statement of Faith.

### **Desired Traits**

- Continuous improvement mindset
- Planning and organizing strength
- Demonstrated leadership ability
- Positive, ownership-driven attitude - A Go Getter
- Strong communication skills
- Interpersonal and relational maturity
- Teamwork and collaboration
- Adaptability and flexibility
- Humble, Hungry, Smart

### **Location**

- **100% remote**
- Travel: 35 to 40% (donor visits, partner meetings, key events, and staff meetings)

### **Reporting and Accountability**

Reports to: Director of Development

### **Benefits and Compensation**

- Full Time, Salaried. Part Time or Contracted possible. Salary range is dependent on experience
- Benefits: Health, vision, dental, retirement, 403(b) match, PTO

**Applicants should email a Cover Letter, Resume, and desired Salary Range to Bryan Blackford, Director of Operations at [bryan.blackford@plileadership.org](mailto:bryan.blackford@plileadership.org)**