



Director of Major Gifts

Rosie's Place

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Tracy Marshall

EXECUTIVE DIRECTOR OF EXECUTIVE SEARCH PRACTICE

Development Guild DDI

tmarshall@developmentguild.com

developmentguild.com

BOSTON | NEW YORK

***Rosie's Place seeks a mission-driven and strategic
Director of Major Gifts to lead the major gifts team and
increase philanthropic support.***

About Rosie's Place

Rosie's Place was founded in 1974 as the first women's shelter in the United States, with a mission to provide a safe and nurturing environment to help poor and homeless women maintain their dignity, seek opportunity, and find security in their lives.

Rosie's Place is a multi-service community center that not only provides meals and shelter but also creates answers for thousands of women a year through wide-ranging support, housing, and education services. Rosie's Place relies on the generous support of individuals, foundations, and corporations and does not accept any city, state or federal funding.



Every year, Rosie's Place meets thousands of poor and homeless women with thousands of unique needs and challenges. The leadership, staff and board at Rosie's Place have formed a supportive community and understand that there's no single cause of poverty and homelessness and consequently, there is no single cure-all. For this reason, Rosie's Place offers a spectrum of services to guests. The organization's constellation of programs and services include the following:

- **Emergency Services:** Rosie's Place offers free meals 365 days a year; a food pantry with non-perishable items and fresh produce; showers, laundry and lockers; overnight beds for up to 28 days; and providers who offer health and wellness care.
- **Opportunity:** Women can take English as a Second or Other Language, as well as Literacy and Computer classes in the Women's Education Center and find assistance with job and housing searches.
- **Advocacy and Empowerment:** Multi-lingual Advocates assist women with short- and long-term issues, attorneys provide holistic legal services, and guests are encouraged to participate in Rosie's Place's diverse Arts and Public Policy activities, which can empower them to be their own best advocates.
- **Outreach and Stability:** Rosie's Place stays connected to guests by providing ongoing follow-up to newly housed guests, oversight of women who have complex physical and mental health issues, and home visits to isolated women. The organization reaches women beyond their walls through a satellite office at Franklin Field and collaborations with Boston Public Schools and Massachusetts Trial Courts.

While Rosie's Place provides resources and information, the organization also provides the message that every woman is a resilient and resourceful individual, whose past and present need not be her limits. Rosie's Place strives to hold that image regardless of the setbacks their guests face along the way.

For more information about Rosie's Place, please visit: <https://www.rosiesplace.org/>

About Philanthropy at Rosie's Place

The fundraising program at Rosie's Place is well established, sophisticated, and poised for additional growth. In the last five years, annual funds raised have grown significantly, with funds coming from individuals, foundations, estates, and corporations. By the end of FY26, the organization is projected to raise \$18.2M. Rosie's Place relies solely on the generous support of individuals, foundations, and corporations to fund its operations. Rosie's Place does not accept any city, state, or federal funding, allowing for greater flexibility and sustainability. The organization embraces the utilization of metrics for all aspects of their work, including their fundraising program, which is data-driven and evidence-based.

About the Position

Rosie's Place is seeking a mission-aligned Director of Major Gifts to join the Development team. Reporting to the Director of Development, this position offers an exciting opportunity as the organization seeks to expand its philanthropic footprint by growing an already vibrant and sustaining major gift program.

The Director of Major Gifts will be responsible for developing and executing strategies to secure major gift donations from individuals, including existing Rosie's Place donors and identifying new prospects both in the database and externally. They will identify, cultivate, solicit, and steward a portfolio of 150 individuals.

This position will be highly visible within the organization and externally, working to develop compelling gift opportunities and engage prospective and existing donors in their work. This position will oversee two Major Gifts Officers.



Key Responsibilities

Donor Strategy, Cultivation, Solicitation, and Engagement:

- Collaborate with Director of Development, senior leadership, President/CEO, and board members to engage them in donor cultivation and solicitation activities.
- Create compelling fundraising materials, proposals, and presentations tailored to major gift prospects.
- Develop a comprehensive individual major gifts strategy aligned with the organization's mission and goals.
- Identify potential major gift prospects and create personalized cultivation plans for each donor.
- Build and maintain strong relationships with existing and prospective major donors. Meet with 10 - 15 donors monthly.
- Organize and oversee donor cultivation events, personalized meetings, and engagement activities.
- Prepare and write briefings for supervisor and senior leadership.
- Develop and implement stewardship plans to ensure engagement and retention of major donors.

Leadership and Collaboration:

- Oversee and provide guidance, mentorship and professional development to Major Gifts Officers.
- Foster a collaborative, inclusive work environment promoting teamwork, innovation, and excellence.
- Work closely with the development and leadership teams to integrate major gifts initiatives into overall fundraising efforts.

- Work with donors, the President/CEO, Board, and independently to open doors to potential major gift donors and leverage the existing relationships of the CEO to secure meetings when appropriate.
- Collaborate with marketing and communications teams to create targeted messaging for major gift prospects.

Data Management, Research, and Reporting:

- Maintain accurate records of donor interactions and manage donor data in the RE/NXT system.
- Generate regular reports to track progress, analyze fundraising metrics, and evaluate the effectiveness of strategies.
- Conduct research to identify new potential major gift prospects in and outside the Rosie's Place community and assess their philanthropic interests.
- Analyze donor-giving patterns and wealth indicators to prioritize and qualify prospects.
- Perform other duties as needed and assigned by the Director of Development.



Key Qualifications

- 5+ years of demonstrated development experience, with at least 3+ years of major gifts expertise.
- Strong commitment to social justice and the mission of Rosie's Place.
- Proven experience in major gift fundraising, with a track record of securing significant donations.
- Excellent writing, proofreading, and computer skills.
- Excellent organizational, interpersonal, and networking skills with large groups.
- Ability to maintain poise and professionalism in all circumstances.
- Demonstrated ability to take primary responsibility for a diverse number of projects and to complete them promptly with limited supervision.
- Strong strategic planning and project management abilities.
- Proficiency in Raiser's Edge software and fundraising tools preferred.
- Ability to be flexible and available for occasional evening meetings and weekend events as necessary.
- Sound judgment and the ability to manage relationships with diverse groups, including board members, corporate and individual donors, vendors, and volunteers.

Work Expectations at Rosie's Place

Rosie's Place is a hands-on team and seeks employees who are passionate about their work and service to the community. The Director of Major Gifts is a full-time, exempt position. While the Director of Major Gifts is eligible for a hybrid work schedule, they must work on-site at Rosie's Place during part of their work week and engage regularly with staff, guests, and volunteers. They are also expected to be flexible with their in-person days to participate in organization events and other work obligations. This position will require travel between Rosie's Place facilities and community locations. Day-to-day work involves being in an office environment, including paper and computer work as well as interaction with staff, guests, and volunteers.



Rosie's Place continues to adapt to safety protocols related to COVID-19 as they understand them, and all employees must follow the safety protocols. Among these protocols, they require all employees to be up to date with their COVID vaccinations. Requests for medical or religious exemptions from the COVID vaccination are considered.

Compensation

The salary for this position is \$110,000-\$125,000 per year, commensurate with experience. Rosie's Place offers a robust benefits package, including medical, dental and vision insurance, 403(b) retirement plan, pension contributions, paid vacation, and more.

Commitment to Equity, Diversity and Inclusion & Equal Opportunity Statement

The vision of Rosie's Place is based on the words of their founder, Kip Tiernan, "Never forget that charity is scraps from the table and justice is a seat at the table. Charity is giving to others what belongs to you. Justice is giving others what belongs to them." At Rosie's Place, diversity, equity and inclusion are core components of justice. The organization commits to acting on a daily basis to dismantle injustice to ensure that opportunities and equitable outcomes are available to all members of the community, regardless of individual characteristics, including race, color, religion, national origin, gender, gender identity, age, sexual orientation or perceived ability.

Rosie's Place values diversity in the workplace and strongly encourages applications from individuals from all identities and backgrounds. Rosie's Place is an equal opportunity employer, and qualified candidates will receive consideration for employment without regard to race, color, religion, national origin, gender, gender identity, age, sexual orientation, disability status, or any other characteristic protected by law.

To express interest, please submit your cover letter, and resume in confidence [here](#).

For more information, please visit www.developmentguild.com.

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About Development Guild DDI

For 45 years, Development Guild DDI has consulted to leaders across the nonprofit spectrum. We have successfully collaborated with more than 650 clients nationwide in the sectors of health & science, education, environment, the arts, and social justice. We are experts in executive search and fundraising and are at the forefront of delivering best practice in these services.

With each engagement, we work in teams tailored to a client's particular needs, providing sector-specific intelligence, cross-sector insight, and hands-on functional expertise. We combine our perspective on nonprofit leadership with our knowledge and experience in both fundraising and executive search. This distinct perspective enables us to deliver the most strategic and measurable impact.

