



Job Title: Senior Director of Individual Giving	FLSA Classification: Exempt
Status: Full Time	Reports To: Chief Advancement Officer
Date Created/Revised: July 2026	Department: Development & Communications

About the Role

Kids' Meals is seeking an accomplished, mission-driven Senior Director of Individual Giving to provide strategic leadership for the organization's comprehensive individual giving program, including annual, mid-level, major, recurring, and planned giving.

This position develops and executes strategies to acquire, cultivate, solicit, retain, and upgrade individual donors while building a sustainable pipeline that supports Kids' Meals' long-term revenue goals. The Senior Director will manage a portfolio of approximately 100 to 125 prospects capable of making gifts of \$5,000 or more.

Reporting to the Chief Advancement Officer, the Senior Director partners closely with the CEO, Board of Directors, and Development and Communications team to expand philanthropic revenue, strengthen donor relationships, and create meaningful donor experiences connected to the mission of ending childhood hunger.

Key Responsibilities

- **Individual Giving Strategy:** Develop and execute a comprehensive strategy to grow annual, mid-level, major, recurring, and planned giving revenue.
- **Revenue Performance:** Establish and achieve annual individual giving revenue, donor acquisition, retention, upgrade, and pipeline goals in partnership with the Chief Advancement Officer.
- **Portfolio Management:** Build and manage a portfolio of approximately 100 to 125 prospects capable of making gifts of \$5,000 or more.
- **Major Gift Fundraising:** Personally cultivate, solicit, and steward donors and prospects, with an emphasis on securing five- and six-figure gifts.
- **Moves Management:** Design and implement processes and tracking systems that support consistent donor identification, qualification, cultivation, solicitation, and stewardship.



- **Executive Partnership:** Partner with the Chief Advancement Officer and CEO on the cultivation and solicitation of board members, community leaders, high-capacity prospects, and other priority donors.
- **Annual and Recurring Giving:** Oversee annual giving campaigns, giving circles, recurring donor programs, and other strategies that increase donor participation and long-term support.
- **Planned Giving:** Develop and grow the organization's planned giving program through prospect identification, donor education, cultivation, recognition, and stewardship.
- **Donor Stewardship:** Develop and oversee a structured stewardship program that recognizes, engages, and retains donors at all giving levels.
- **Donor Communications:** Collaborate with the Communications team to create donor-centered appeals, impact stories, campaign materials, and stewardship communications.
- **Donor Engagement:** Partner with the Special Events and Volunteer Experience teams to create meaningful mission-focused experiences for individual donors.
- **Data and Reporting:** Use donor and giving data to identify trends, segment audiences, evaluate performance, and uncover opportunities for donor acquisition and upgrades.
- **Financial Collaboration:** Partner with Finance and Development Operations to support accurate gift processing, reconciliation, revenue tracking, budgeting, and forecasting.
- **Leadership Reporting:** Prepare reports and dashboards that inform organizational leadership and board committees about fundraising performance and donor trends.
- **Team Leadership:** Supervise, mentor, and develop the Development Coordinator while promoting a collaborative, accountable, and donor-centered culture.
- **Community Representation:** Represent Kids' Meals at donor meetings, community gatherings, and special events with professionalism and enthusiasm.
- Other duties as assigned.

This position does not have direct employee reports.

Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties, or responsibilities that are required of the employee for this job. Duties, responsibilities, and activities may change at any time with or without notice.

What We're Looking For

- **Education:** Bachelor's degree in nonprofit management, business, communications, marketing, or a related field required. An equivalent combination of relevant education and progressively responsible fundraising experience may be considered. CFRE certification is preferred.



- **Professional Experience:** At least ten years of progressive fundraising experience, including significant experience with individual and major gifts.
- **Fundraising Success:** Demonstrated success managing a donor portfolio and personally securing five- and six-figure gifts.
- **Portfolio Management:** Experience building donor pipelines and using moves management to advance prospects through cultivation, solicitation, and stewardship.
- **Strategic Leadership:** Ability to establish fundraising strategies, revenue projections, performance measures, and actionable plans aligned with organizational goals.
- **Relationship-Building:** Strong interpersonal and emotional-intelligence skills, with the ability to inspire and build trust with donors, board members, community leaders, and colleagues.
- **Communication:** Excellent written, verbal, presentation, and storytelling skills, with the ability to connect donor interests to meaningful impact.
- **CRM Experience:** Demonstrated experience using Raiser's Edge, Bloomerang, Salesforce Nonprofit Cloud, or a comparable donor-management system.
- **Data-Informed Decision-Making:** Ability to analyze fundraising data, identify giving trends, evaluate performance, and translate findings into effective strategies.
- **Organization:** Exceptional planning, project-management, and follow-through skills, with the ability to manage competing priorities.
- **Leadership:** A collaborative and accountable leadership style with experience supervising, coaching, or developing staff.
- **Mission Alignment:** A genuine commitment to ending childhood hunger and improving the well-being of children and families.
- **Transportation:** A valid driver's license and reliable transportation for local business-related travel.

Physical and Work Environment Requirements

The position primarily operates in a professional office environment and requires regular local travel for donor meetings, community activities, and special events. Occasional extended periods of standing or walking and lifting or transporting materials weighing up to 25 pounds may be required.

Reasonable accommodations may be made to enable qualified individuals with disabilities to perform the essential functions of the position.

Schedule Requirement

This is a full-time position with a standard Monday-through-Friday schedule. Regular availability for donor meetings, extended workdays, evenings, and weekends may be required based on organizational activities and the development calendar.



Why Kids' Meals

We're more than a nonprofit—we're a movement. Our values drive everything we do:

- **Strive to succeed**
- **Include everyone**
- **Do the right thing**
- **Deliver hope and find joy**
- **Watch out for each other**

Kids' Meals is an Equal Opportunity Employer. Qualified applicants will be considered without regard to race, color, religion, creed, ancestry, national origin, sex, sexual orientation, gender identity, age, disability, veteran status, or any other status protected by applicable federal, state, or local law.

We offer a competitive compensation and benefits package, which includes employer-paid medical, dental, vision, & long-term disability benefits and more.

Join us in making a real impact.

Apply at: <https://kidsmealsinc.org/careers>