



Position Title: Major Gifts Officer {Director of Major Giving- Director level}

Reports to: CDO

Position Status: Full Time

Location: Remote (New York Tri-State Area)

Target Start Date: July 2026

Salary: \$100,000-110,000K

About All Our Kin

[All Our Kin](#) is a national nonprofit organization that trains, supports, and sustains family child care educators. Through our programs, family child care educators, who nurture our youngest learners from their own homes, succeed as small business owners and early childhood specialists. In turn, parents have access to high-quality, affordable child care, and infants and toddlers gain the enriching experiences that prepare them to succeed.

All Our Kin is recognized as a national model and has been proven to raise the quality, availability, and sustainability of family child care. Today, we serve over 1,100 family child care educators in Connecticut and New York. In addition, we have worked with agencies in more than 25 states through training and technical assistance, reaching 45,000 children a year, and through our policy initiatives, we are shaping a new vision for family child care in the U.S.

At All Our Kin, we use a strength-based, high-touch approach to support educators through the licensing process, business and educational coaching, and much more. As we approach our 25th anniversary, we are seeking to hire dedicated innovators who share our vision of a family child care workforce that is supported, fairly compensated, and treated equitably.

We live by our mission, and extend the same support to our staff as we do our educators. We seek to build a team that reflects the diversity we celebrate in our communities. We strive to grow as individuals and as an organization to end systems of oppression and promote justice. We encourage individuals of all backgrounds to apply for this position and do not discriminate on any basis prohibited by applicable law.

THE OPPORTUNITY

All Our Kin is seeking a Major Gifts Officer (MGO) at the Director level to lead the organization's major donor fundraising efforts, focusing on high-capacity individual donors (which can include Board networks, corporations, family & private foundations and donor advised funds). This role will build and manage a portfolio of key major donors, partner with the CEO, CDO and Board of Directors' fundraising initiatives, and collaborate closely with senior leadership to achieve and exceed revenue goals. All Our Kin has a centralized and decentralized model where the Development department fundraises over 80% of the budget on a national level and our regional Vice President's support more local, community, place-based, state and earned-revenue efforts. The Officer will be instrumental in enhancing the donor experience, fostering meaningful relationships, and contributing to a culture of philanthropy within the organization. This position offers the opportunity to help secure vital financial support for All Our Kin's mission.



Key Responsibilities:

- **Portfolio Management:** Manage a growing portfolio of 50-100 major donors, cultivating and soliciting gifts of \$10,000 or more annually. Ensure personalized, strategic cultivation and stewardship to strengthen long-term donor relationships.
- **Fundraising Leadership:** Partner with senior leadership to advance fundraising initiatives, ensuring alignment with organizational priorities and maximizing donor engagement.
- **Strategic Development:** Lead the development and execution of strategies to engage high-net-worth individuals and family foundations, growing major gift revenue to meet or exceed annual fundraising targets.
- **Prospecting:** Cultivate high potential midlevel donors, Board of Directors networks, and other opportunities as a pipeline for major gifts fundraising.
- **Donor Engagement:** Create personalized and meaningful donor experiences, leveraging leadership conversations, engagement opportunities, and targeted initiatives to increase donor satisfaction and retention.
- **Metrics and Reporting:** Utilize CRM to track progress, manage donor portfolio, and report on key performance indicators related to major gifts.
- **Philanthropy Culture:** Promote a culture of philanthropy across the organization by engaging staff, volunteers, and other stakeholders in the importance of donor relations and fundraising.

Qualifications:

- Minimum of 5-10 years in major gifts fundraising with a proven track record of managing major donor portfolios and securing gifts of \$100,000 or more annually.
- Proven understanding of fundraising best practices, including cultivation, solicitation, and stewardship strategies, as well as experience with prospect research and donor pipeline management.
- Proven ability to build and maintain strong relationships with high-net-worth individuals and foundations, with a track record of securing significant gifts.
- Experience working with senior leadership and boards to support and enhance fundraising efforts.
- Ability to develop and implement strategic fundraising plans, identify fundraising opportunities, and think creatively to engage donors and meet fundraising goals.
- Exceptional written and verbal communication skills, with the ability to craft compelling fundraising materials and deliver persuasive presentations.
- Proficiency in using donor management software (Experience with Salesforce or similar tools is a plus).
- Strong analytical and problem-solving skills, with a focus on achieving measurable outcomes and exceeding fundraising targets.
- Excellent project management skills, with the ability to prioritize tasks, meet deadlines, and manage multiple projects simultaneously.
- Experience, ability, and willingness to travel as needed for donor events, engagements, and meetings.
- Demonstrated record of developing and implementing new processes, systems, policies, and resources.
- Set priorities and simultaneously manage multiple, multifaceted projects in a fast-paced, deadline-driven environment.
- Embrace an entrepreneurial approach, flexibility, and drive.
- Human-centered coaching and training style for management and working with others. Offer, receive, and respond to regular feedback.
- Operate various computer systems and are willing to use new technology.



- Balance accountability with emotional intelligence when interacting with staff at all levels.
- Demonstrate sensitivity with staff representing all areas of diversity, including race, ethnicity, gender, ability, age, sexual orientation, and religious beliefs/faith practices.
- A history of demonstrating discretion with confidential information.

What You Can Expect

When you [join All Our Kin](#), you join the best community - game-changers who care passionately about creating equitable outcomes through thriving child care programs. As we scale All Our Kin's reach, we strive to maintain the collaborative, values-centered environment that is our hallmark and to continually invest in the backbone of our organization: our talented, mission-driven team.

We know that you can only give your all when we give ours. All Our Kin is an equal-opportunity employer and recognizes that diversity and opportunity are fundamental to children's lives and our work. We offer competitive salaries and benefits, a flexible schedule, and the opportunity to work with a team of skilled, motivated, and committed professionals.

When you commit to All Our Kin, we commit to you. Some of the benefits we offer include but are not limited to

- **Competitive salary** Commensurate with experience
- **Medical, Dental, and Vision Insurance**
- **PTO**- Annual paid time off as well as federal holidays, a December holiday (typically December 24 – January 1), and Summer Fridays.
- **Retirement Plan**- All Our Kin offers a 403(b) plan with employer matching up to 3%

How to Apply

This search is being conducted by Aperio Philanthropy.

Please send your resume and cover letter to recruitment@aperiophilanthropy.com with subject line of "Name - All Our Kin Major Gifts Officer Application."