

YMCA Camp Coniston

Development Director

Job Description

Full-Time | Reports to the CEO

About YMCA Camp Coniston

YMCA Camp Coniston is a nationally recognized overnight camp with a proud history of changing lives through camping, leadership development, and community building. Built upon generations of passionate families, alumni, volunteers, donors, and staff, Coniston is a strong community that includes philanthropy and donor loyalty.

Position Summary

The Development Director serves as YMCA Camp Coniston's senior fundraising leader and strategic partner to the CEO. The Director is responsible a comprehensive fundraising program that includes major gifts, annual giving, planned giving, foundation and corporate support, stewardship, campaign planning, and development operations. While the Director oversees the full spectrum of development activities, major gifts, endowment growth and donor relationship building are the primary focus of the role. This individual will build meaningful relationships with donors, alumni, volunteers, board, and staff while enhancing the systems and infrastructure necessary to support long-term philanthropic growth.

Principal Responsibilities:

Strategic Development Leadership

- Foster and enhance a comprehensive fundraising strategy aligned with Coniston's mission and long-term goals.
- Partner closely with the CEO to establish annual and multi-year fundraising objectives.
- Utilize metrics, benchmarks, and reporting systems to track fundraising performance.
- Support and engage Board members in fundraising, donor cultivation, stewardship, and ambassador activities
- Serve as an ambassador for Coniston, representing the organization at donor meetings, community events, presentations, and fundraising activities.
- Strengthen awareness of Coniston's mission, impact, history, and leadership in youth development, and camping.

Major Gifts and Endowment

- Coniston recently completed a comprehensive campaign resulting in 12.5 million in annual, capital, and endowment gifts. This position will lead Coniston's next major gifts program in partnership with the CEO and volunteer leaders.
- Identify, cultivate, solicit, and steward major gift donors.
- Formalize and expand Coniston's endowment program

- Develop individualized cultivation and solicitation strategies that move prospects through the donor pipeline.
- Conduct donor visits, presentations, and major gift solicitations.
- Partner with volunteers, board members, and alumni leaders to expand fundraising efforts.

Annual Fund

- Grow Coniston's \$600,000 annual fund which provides reliable operating support and serves as a pipeline for future major gifts.
- Manage annual appeals, digital fundraising campaigns, direct mail efforts, giving days, and donor communications.
- Partner in organizing and leading community/donor events locally and when traveling.

Grants and Institutional Giving

- Research and identify grant opportunities from foundations, corporations, and government agencies.
- Prepare and submit compelling grant proposals and supporting materials.
- Manage grant reporting, compliance requirements, and stewardship activities.
- Maintain grant calendars and ensure timely submission of proposals and reports.
- Develop and strengthen relationships with institutional funding partners.

Development Operations and Systems

- Augment and improve fundraising systems, processes, and procedures that support organizational growth.
- Ensure accurate tracking of donor activity, cultivation efforts, gifts, pledges, and stewardship actions.
- Utilize Bloomerang, CampMinder, and other tools to improve donor management and fundraising effectiveness.

Education and Experience

Bachelor's degree and experience in fundraising, sales, communications, business development, or a related field.

Knowledge, Skills, and Abilities

Knowledge of fundraising best practices, including major gifts, annual giving, planned giving, grants, and donor stewardship.

Ability to build and maintain meaningful relationships with donors, volunteers, alumni, staff, and community leaders.

Experience or ability to quickly master Bloomerang and CampMinder databases.

Ability to analyze fundraising results and use data to guide decision-making.

Strong written, verbal, presentation, and interpersonal communication skills.

Ability to learn and apply concepts related to estate planning, trusts, wills, and charitable gift planning.

Personal Characteristics

Collaborative leadership style with the ability to build trust and credibility across generations and constituencies.

Entrepreneurial and growth-oriented mindset.

Strategic thinker who is equally comfortable with hands-on execution.

Highly organized with strong attention to detail.

Engaging communication skills.

Passion for youth development and the mission of YMCA Camp Coniston.

Excellent relationship builder who inspires confidence, trust, and action in others.

Work Environment

Ability to participate actively in occasional camp programs and events.

Presence at camp several days per week during much of the year and full-time during portions of the summer season.

Occasional evenings and weekends required for donor cultivation, events, and organizational activities.

Periodic travel required.

Essential Functions

Create and implement a comprehensive development plan and campaign calendar.

Maintain and manage a portfolio of high value prospects of and major donors.

Conduct face-to-face meetings, cultivate relationships, and ask for direct gifts.

Build strong relationships with staff to communicate the impact of Coniston's programs.

Coordinate with program, marketing, and administration to produce compelling appeals and events for cultivation purposes.

Monitor and report on fundraising activity, engagement, performance and key metrics.

Ability to share or assume other duties as required.

Compensation and Benefits

YMCA Camp Coniston offers a competitive salary commensurate with experience and qualifications, along with a comprehensive benefits package.

To Apply

Please submit a cover letter and resume to:

John Tilley

CEO, YMCA Camp Coniston

johntilley@coniston.org