



**MAJOR GIFTS OFFICER
POSITION ANNOUNCEMENT
SEPTEMBER 11, 2026**

Why STARability Is Building a Philanthropy Team

STARability Foundation, an organization transforming the lives of individuals with autism and other developmental disabilities, is in the midst of a transformational \$60 million capital campaign, Opening Doors — and the response so far has confirmed something we've long known: our donor base is deep, loyal, and ready to invest in our mission. We haven't had the infrastructure to fully engage them.

That's why we're not filling one role — we're building an entire Philanthropy team from the ground up. This is a rare opportunity to join an organization at a true inflection point, where the foundation (a strong case for support, an engaged donor base, and momentum from a capital campaign) is already in place, and the new team has the exciting job of building the systems, programs, and deepening relationships that will sustain this growth for years to come.

STARability is dedicated to transforming the lives of people with autism and other developmental disabilities. We are seeking an accomplished, mission-minded, and self-driven Major Gifts Officer to grow major giving in support of our mission.

Position Summary

The Major Gifts Officer identifies, cultivates, solicits, and stewards a portfolio of high-capacity individual donors (typically \$25,000 to \$1 million annually), including prospects for one-time gifts, multi-year commitments, grants, and planned gifts. This role requires a strategic, relationship-first approach and close partnership with the Chief Philanthropy Officer, CEO, and Board members to advance significant philanthropic investment in the organization's mission. The Major Gifts Officer supervises the Donor Experience Manager, who manages the database, automates the donor journey, and supports appeals and collections.

The MGO position is senior and will lead strategy development for all fundraising operations with the Chief Philanthropy Officer. This individual must be highly skilled in interpersonal communications and embrace a collaborative spirit. These qualities will drive seamless integration across annual giving (\$5- \$5,000), grant management, mid-level donor management (\$5K-\$25,000), and major-to-transformational giving. This role includes optimizing donor recognition, analyzing giving patterns, capturing accurate donor data, and coordinating



cultivation and stewardship with the donor experience manager, fundraising colleagues, programming, and the finance office.

Key Responsibilities

- Manage a portfolio of 75–125 major gift prospects and donors, developing individualized cultivation, solicitation, and stewardship strategies for each.
- Identify and qualify new major gift prospects through research, referrals, and portfolio migration from the mid-level program.
- Design and lead engagement, face-to-face cultivation visits, and cultivation activities and events that effectively move prospects through a clear pipeline from identification to solicitation to stewardship.
- Personally solicit major gifts, including multi-year pledges, and construct compelling, donor-centered cases for support.
- Partner with the CEO, Chief Philanthropy Officer, and Board members to coordinate high-level donor engagement, joint visits, and solicitations.
- Identify and cultivate planned giving prospects, coordinating with outside counsel or partners as needed for complex gift vehicles.
- Develop personalized stewardship plans, including impact reports, recognition, and donor experiences that deepen long-term commitment.
- Maintain detailed, current moves-management records and pipeline reporting in the CRM/donor database.
- Collaborate with the Annual Fund Manager and Mid-Level Gift Manager to ensure consistent messaging and smooth portfolio transitions.
- Contribute to campaign planning, gift tables, and prospect strategy sessions as needed.
- Represent the organization at high-level donor events, briefings, and site visits.
- Supervise the Donor Experience Manager.

Qualifications

- Bachelor's degree or equivalent experience; 5+ years of nonprofit major gifts or frontline fundraising experience with a track record of closing five- and six-figure gifts.
- Demonstrated success building trust-based relationships with high-net-worth individuals and securing significant philanthropic commitments.
- Skilled in donor-centered solicitation strategy, including multi-year asks and, ideally, planned giving conversations.
- Exceptional interpersonal, written, and verbal communication skills; comfortable representing the organization to sophisticated donors and Board members.
- Experience using a CRM/donor database to manage a major gifts pipeline and moves management (e.g., Raiser's Edge, Salesforce, Bloomerang, or similar).



- Strategic thinker who can balance a long cultivation cycle with the discipline to move prospects toward a close.
- Experience managing staff members.
- Willingness and ability to travel regularly, including some evenings and weekends for donor events.

Data & Reporting

- Work closely with the Donor Experience Manager to maintain accurate, timely records of donor interactions, moves, and gift activity in the donor database
- Provide regular pipeline reports and forecasts to leadership across all giving areas
- Ensure portfolio and organizational data integrity in partnership with the Donor Experience Manager and finance team.

Key Attributes

- Strategic relationship-builder with strong emotional intelligence
- Proven leader who can develop and motivate a team
- Goal-oriented with a track record of meeting or exceeding revenue targets
- Collaborative systems thinker, able to integrate major gifts, annual giving, capital, and grants into one cohesive donor strategy

Benefits

- Full benefit package and competitive salary
- Incentive plan recognition for goal achievements

HOW TO APPLY

To be considered for this position, candidates must submit the following requirements:

- **A current resume**
- **A cover letter** explaining why they are interested in working at STARability specifically
- **Salary requirements**

We will not consider applications submitted without a cover letter and salary requirements.

STARability Foundation has retained Catalyst Consulting Services to conduct this search on their behalf. To be considered for this opportunity, please click this [link](#) to submit a cover letter and resume.