

# Individual Giving Officer



## Individual Giving Officer

Detroit Disability Power - Detroit, Michigan

### Our Mission

To leverage and build the organizing power of the disability community to ensure the full inclusion of people with disabilities in Metro Detroit.

### Our North Star

Full Inclusion: A metro Detroit, and eventually a state and nation, where disability is celebrated, and people with disabilities have equal access, opportunities, and power in all aspects of society, including strong representation in social justice movements.

### Our Values & Guiding Principles

- **Disability is a normal/positive part of human diversity.** Our disabilities are essential parts of who we are, places of power and self-love, giving us great assets to share with the world around us.
- **Nothing About Us, Without Us:** We are people with disabilities building power and inclusive social justice movements. We work to dismantle the very real structural and cultural challenges facing us.
- **We organize and serve people with diverse disabilities.** We are committed to no hierarchy of disability in our work, engaging with people across disabilities, including chronic illness.
- **Disabled people have other important identities, which also affect our lived experiences and access to opportunities.** Our power-building efforts will always be with an intersectional lens.
- **True Inclusion is Revolutionary.** When we evolve our institutions to include disabled people fully, we inevitably build more equitable, accountable, safe, and compassionate communities that are better for everyone.

### Strategy & Priorities

DDP focuses on three key strategic priorities:

1. **Grassroots Power Building:** Building meaningful and intersectional organizing, creating a strong, united, and influential disability community capable of driving systemic change.
2. **Community Building:** Creating a place where people feel they belong through accessible communications, community events, support groups, and advocacy efforts.
3. **Advancing Disability Justice:** Combating ableism and educating others to integrate disability justice principles, fostering systemic change at all levels.

DDP is a membership organization and a fiscally sponsored project of Michigan Disability Rights Coalition (MDRC), a Michigan non-profit organization with 501(c)(3) status. MDRC works to build opportunities for people with disabilities so they may live fully integrated lives within their chosen communities.

## About the Role

### Synopsis

DDP is establishing a new position of Individual Giving Officer to spearhead our community-centric individual donor fundraising efforts. In this inaugural role, you'll have the exciting opportunity to build and shape our individual giving program, aligning with our values of equity, justice, and community empowerment. Working closely with the Executive Director, you'll cultivate meaningful donor relationships and secure resources that support our mission of building power within the disability community.

### Responsibilities

You'll lead our individual giving strategy with these key areas of focus:

1. **Individual Giving Strategy and Planning**
  - Develop and implement an annual individual giving plan that prioritizes community needs
  - Create donor communications across multiple channels (digital, direct mail, personal)
  - Establish performance indicators that measure both financial goals and community impact
2. **Donor Cultivation and Stewardship**
  - Implement strategies to identify, cultivate, solicit, and steward donors at all giving levels

- Build strategies for upgrading donors to higher giving levels
  - Follow up with potential individual and foundation prospects
  - Create a donor organizing program that engages supporters as advocates
3. **Relationship Development**
- Foster authentic relationships with supporters/members based on mutual benefits and shared goals
  - Engage diverse community members in our giving programs
  - Support donor-focused events that celebrate our community
  - Create compelling individual giving communications
4. **Donor Systems Management**
- Implement donor management systems that support ethical practices
  - Support policies that ensure equity and inclusion
  - Provide regular analysis on individual giving metrics
  - Collaborate on strategic initiatives related to individual giving

## Your Resume Will Look Like This After a Few Years

- **Implemented [community-centric fundraising](#)** by developing a strategic plan, ethical practices, and impact metrics
- **Increased individual giving revenue** by X% through comprehensive donor programs at all levels
- **Established authentic relationships** with supporters that led to X% donor retention
- **Created systems and tools** that enhanced donor management and ethical fundraising practices
- **Developed a donor organizing program** that engaged X supporters as advocates for DDP's mission
- **Built inclusive donor communications** that effectively communicated DDP's impact and vision

## Who We Want to Meet

### You Should Have

- 5-7 years of progressive experience in nonprofit fundraising/development
- Experience with individual giving programs, including donor cultivation and stewardship
- Demonstrated commitment to equity and social justice
- Exceptional communication skills across multiple platforms
- Proven ability to build authentic relationships with diverse stakeholders

## You Ideally Have

- Experience in implementing community-centric fundraising practices
- Understanding of and commitment to disability justice and intersectional principles
- Experience with digital fundraising tools and strategies
- Proficiency in donor management systems
- Experience working in grassroots, movement-building organizations

## You Are

- Intellectually curious with a dedication to continuous learning
- Adaptable and resilient when challenging systemic inequities
- Collaborative with strong interpersonal skills and cultural competence
- Able to work both independently and as part of a dynamic, diverse team
- Someone whose lived experience informs your understanding of disability and other intersecting identities (valued, not required)

## Compensation and Benefits

DDP offers a competitive salary commensurate with experience, within the range of \$62,000 - \$67,000 annually. Our comprehensive benefits package includes:

- 208 hours of PTO per year
- 14 paid holidays per year
- Health/dental/vision HMO & PPO plans, with low monthly costs for employees
- 403(b) employer match of 2%, after 1 year
- Eight-week paid parental leave (if employed under 1 year, rate is 60% of pay)
- Yearly professional development stipend
- A work environment where we live disability justice principles including:
  - Anti-ableist work pace that honors rest, accommodations, and different access needs
  - Recognition of the whole person and intersectional identities
- Opportunity for growth in the role, and movement in the organization

## Location

Detroit Disability Power works in a hybrid environment. Our team meets in person once per week (Tuesdays) in our Detroit-based office and works remotely the rest of the

week. Interested candidates should reside in Michigan and be able to work from the Detroit-based office on Tuesdays. Regular travel is not anticipated for this role.

## Application Process

We invite qualified candidates who share our commitment to community-centric fundraising and social justice to submit the following materials to [Info@DetroitDisabilityPower.org](mailto:Info@DetroitDisabilityPower.org) no later than midnight, May 8, 2025:

1. A detailed resume highlighting relevant experience in nonprofit development and community engagement
2. A thoughtful cover letter explaining your interest in the position, your approach to community-centric fundraising, and your alignment with DDP's mission
3. Please include your full name and 'DDP - Individual Gift Officer' in the email subject line.

## Hiring Timeline

- Application Period - April 8 - May 8, 2025
- Initial Screenings (Discovery: two-way conversation) - May 12, 2025
- First Round Interviews (Alignment: questions shared beforehand) - May 26, 2025
- Second Round Interviews (Fit: questions shared beforehand; includes a compensated task) - June 9, 2025
- Reference checks (including opportunity for candidate to speak with current employees) - June 16, 2025
- Offer period - June 23, 2025
- Anticipated Start Date: July 15, 2025

DDP is an equal-opportunity employer and strongly encourages applications from people of color, women, LGBTQIA+ individuals, people with disabilities, and members of other underrepresented groups.

For inquiries regarding this position or to request reasonable accommodations during the application process, please contact [info@DetroitDisabilityPower.org](mailto:info@DetroitDisabilityPower.org).