

Job Title: Development Director
Organization: Bridgeport Rescue Mission
Location: Bridgeport, CT
Reports to: Chief Executive Officer
Employment Type: Full-time, Exempt
Salary Range: \$85,000 – \$100,000, based on experience

About Bridgeport Rescue Mission

Bridgeport Rescue Mission (BRM) is a faith-based nonprofit fighting poverty, hunger, homelessness, and addiction across coastal Connecticut. We provide hot meals, groceries, shelter, addiction recovery, job training, and spiritual care to those in greatest need—with compassion, dignity, and hope. Bridgeport Rescue Mission takes pride in creating employment opportunities for individuals to continue to grow their careers and achieve individual development goals. This Director of Development position will provide the opportunity to manage the Development of financial goals for Bridgeport Rescue Mission.

Position Summary

The Development Director is a key leader responsible for driving Bridgeport Rescue Mission's fundraising strategy to meet and exceed an annual goal of \$6.1 million to support our 2025 fiscal year (July 1–June 30) needs and grow income appropriately each year. This role is instrumental in ensuring BRM's life-changing programs build financial sustainability and growth.

The ideal candidate is a strategic thinker and collaborative team player who thrives in a mission-driven environment. You'll work closely with the Chief Executive Officer, Grant Writer, and Public Relations professionals to elevate BRM's presence, attract new supporters, and host events that raise awareness of our work. As a Senior Leadership Team (SLT) member, you will also engage colleagues across departments to contribute innovative ideas and connect their work to fundraising success.

Key Responsibilities

- Develop and execute a comprehensive fundraising strategy that includes major gifts, individual giving, corporate partnerships, grants, foundations and special events that effectively communicate the purposes of the organization.
- Support and achieve the \$6.1M annual fundraising goal while forecasting future income and gathering donor feedback to support one year, five year, and long-term goals.
- Set clear, measurable expectations for the Development Team and provide the tools, training, and support to meet or exceed those goals.

- Supervise, train, and mentor a high-performing development team with a collaborative, positive leadership style.
 - Conduct individual annual smart goals, mid-year and annual performance evaluations that are timely and constructive for each team member.
 - Cultivate and steward donor relationships, using a caseload management approach through Donor Perfect or equivalent CRM platform.
 - Host and manage donor cultivation and fundraising events to build relationships and visibility.
 - Collaborate with the communications team to promote fundraising initiatives and mission impact stories.
 - Meet regularly with your team to discuss donor outreach and progress; submit monthly contact summaries and performance reports to the CEO.
 - Encourage a culture of philanthropy across departments by offering creative fundraising ideas and fostering engagement from BRM staff and volunteers.
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Qualifications

Education & Training:

- Bachelor's degree in nonprofit administration, business administration, communications, or related field required.
- Master's degree or MBA is a plus.
- CFRE (Certified Fund-Raising Executive) certification is highly preferred.
- Ongoing professional development in fundraising is encouraged.

Experience Requirements:

- Minimum FIVE (5) years of experience in development, preferably experience with major gift fundraising and team leadership.
- Proven ability to manage and motivate a development team toward measurable outcomes.
- Background in marketing, communications, sales, or business may also be applicable.
- Experience in donor relations, event planning, and grant writing is highly desirable.
- Experience working with CRM systems (Donor Perfect or similar) preferred.

Key Skills and Attributes:

- Knowledge of donor cultivation, stewardship, and fundraising best practices
- Strong leadership and team management skills
- Excellent interpersonal and communication skills
- Strategic thinking with attention to detail
- Time management and organizational strengths
- Familiarity with event coordination and grant writing
- Proficient in Microsoft Office Suite or similar software
- Christian, faith-based lifestyle

Benefits Include:

- Competitive salary
- Health, dental, and vision insurance
- Paid Time Off
- Retirement plan option

To Apply:

Please send your resume and a thoughtful cover letter describing your interest in the role and relevant experience to KMoales@brmct.org.