



Director of Development
Beverly Bootstraps - Beverly, MA

Organizational Overview

Founded in 1992 as a small food pantry in a church basement, Beverly Bootstraps has evolved into a \$6.5 million organization with a 46-member workforce, serving more than 7,000 individuals annually. Our work is anchored in food assistance and supported by wraparound services that address the root causes of food insecurity, enabling clients to strengthen their foundations for long-term success. Our popular Thrift Shop plays a dual role, generating revenue and providing clothing and household goods to clients in need. Together, these integrated supports reflect the organization's belief that lasting change begins with self-sufficiency and is sustained through strong leadership and a shared commitment to dignity and community.

True to our belief that lasting change begins with self-sufficiency, Beverly Bootstraps has built a strong reputation for meeting urgent needs while helping individuals and families toward self-sufficiency. The organization pairs immediate food assistance with personalized supports that empower clients to achieve greater stability and independence. Through case management, adult education programs, youth and family services, and tax preparation services, clients gain tools to overcome barriers and work toward sustained independence. While food assistance remains central to its mission, Beverly Bootstraps embraces a holistic approach that addresses the root causes of food insecurity.

The Opportunity

Beverly Bootstraps seeks a Director of Development to serve as the organization's chief strategist for fundraising and philanthropic revenue growth. Responsible for achieving an annual philanthropic revenue goal of \$3.5 million for FY26, this role oversees all development, marketing, and advancement strategy and operations.

Reporting directly to the Executive Director, the Director of Development must build and maintain a trusted, collaborative partnership with the board of directors and leadership team - ensuring alignment on priorities, strategy, and organizational advancement. The ideal candidate is an entrepreneurial, solutions-oriented professional who can balance strategic leadership with being "boots on the ground" in the community and with stakeholders.

Supported by a highly capable team of six development and communications professionals, the Development Director will join the organization at an exciting and critical moment, when both the need for our services and support from the community are at all-time highs.

Responsibilities

- Lead the design and execution of a comprehensive fundraising strategy that advances Beverly Bootstraps' \$3.5M+ annual philanthropy budget, with an emphasis on growing our major gifts portfolio; directly manage a portfolio of HNW donors, cultivating, soliciting, and stewarding gifts of \$10,000+

- Lead all fundraising activities, including major gifts, individual giving, corporate partnerships, foundation relations, grants, and events
- Provide strategic insight to forecasting and drive long-term revenue planning with thoughtful tracking and revenue analysis; provide data-informed recommendations to support executive and board decision making
- Manage, mentor, and inspire a high-performing development and communications team responsible for a growing \$3.5MM portfolio, ensuring strategic growth, operational excellence, and donor engagement across corporate and foundation relations, individual giving, and events
- Build a culture of collaboration, accountability, and creativity within the development team; ensure strong coordination and alignment between development, thrift, finance, operations, and program teams
- Serve as a trusted thought partner to the executive director and Board of Directors, as part of the Leadership Team, contributing to organizational vision and leadership priorities
- Support the executive director with Board engagement, providing donor insights, materials, and follow-up to strengthen volunteer leadership in fundraising
- Represent Beverly Bootstraps in donor meetings, fundraising events, and public forums

Key Skills & Capabilities

- Passion for Beverly Bootstraps' mission and work; demonstrated commitment to building an inclusive society where diversity is valued and all individuals and families have the support and resources to achieve self-sufficiency
- 5+ years of progressive development experience with demonstrated success in revenue generation
- Proven ability to develop, manage, mentor, and inspire high-performing teams; skilled at leading and coaching development staff through fundraising strategy discussions, portfolio management, and donor engagement
- Experience aligning fundraising, communications, and program strategies
- Excellent communication skills, both written and verbal
- Strong partnership and cross-collaboration skills with both internal and external stakeholders
- Highly strategic thinker with the ability to act tactically and innovatively.
- Strong data-management skills with CRM proficiency, preferably Donor Perfect.
- Thrives in a fast-paced environment and remains solutions-oriented when faced with challenges.
- Collaborative team leader with the ability to manage multiple projects in a fast-paced environment

Salary and Benefits

The annual salary for this role is \$125,000. This is a full-time position (40 hours per week) and will require some nights and weekends. It is primarily an in-person role at our offices at 35 Park Street in Beverly, with some flexibility for remote work as well as the expectation that the director will spend a fair amount of time out in the community, attending events and meeting with donors and partners.

Benefits include Health, Dental, Vision coverage, Flexible or Healthcare Spending Account, Supplemental Insurances, company-paid benefits such as life insurance, short and long term disability, PTO and sick time.

To apply

Please submit a resume and cover letter to acaffrey@beverlybootstraps.org with "Director of Development" in the subject line. Applications will be reviewed as received.

Beverly Bootstraps believes that one of a community's great strengths is the rich diversity of its residents in race, religion, national origin, ethnicity, gender, sexual orientation, gender identity and expression, marital status, age, height, weight, physical or mental disability, veteran status, pregnancy, or any other protected characteristic as established by law. Beverly Bootstraps affirms publicly its moral and legal commitment to a policy of equal opportunity and non-discrimination in employment.