Major Gifts Officer

Organization: Camphill Village Copake & Camphill Ghent
Reports to: Director of Development
Status: Part-time (with full-time potential)
Location: Remote; twice monthly on-site presence expected
Salary: $85,000 plus generous benefits and time-off

Position Summary

Camphill Village and Camphill Ghent seek a strategic, relationship-driven Major Gifts Officer (MGO) to lead major and planned giving efforts across both communities. This role is responsible for securing significant philanthropic support from individuals and families through a disciplined, portfolio-based approach.

The MGO will manage a dynamic portfolio of major and planned gift prospects and donors, develop and execute individualized cultivation and solicitation strategies, and play a central role in expanding Camphill's base of high-capacity supporters. This position partners closely with the Director of Development, senior leadership, and board members to align donor interests with institutional priorities, including programmatic, capital, and endowment needs.

Key Responsibilities

Major Gift Fundraising & Portfolio Management

- Manage an active portfolio of approximately 75–125 major gift prospects and donors, with a focus on gifts of $5,000-10,000+ and growth toward higher levels.
- Develop and execute individualized cultivation, solicitation, and stewardship strategies.
- Conduct 80–100 substantive donor visits annually (in-person and virtual), including off-site meetings, site visits, and events.
- Prepare and present compelling proposals and solicitations, in partnership with the Director of Development and organizational leadership.
- Identify, qualify, and progressively build a pipeline of new major gift prospects through research, referrals, and network development.

Planned Giving & Legacy Strategy

- Lead the identification, cultivation, and solicitation of planned gifts, including bequests, beneficiary designations, and other planned gift vehicles.
- Integrate planned giving into major gift conversations to promote blended and long-term giving strategies.
- Partner with the Director of Development to grow our legacy society (Logan Legacy Circle) and endowment support.

- Build relationships with professional advisors (attorneys, financial planners) as appropriate.
- Ensure thoughtful stewardship and recognition of legacy donors.

Donor Engagement & Stewardship

- Build authentic, long-term relationships rooted in Camphill's values of community, dignity, and inclusion.
- Partner with staff and community members to create meaningful donor experiences.
- Ensure timely and strategic stewardship, including impact reporting and recognition.

Collaboration, Campaigns & Board Engagement

- Partner with the Director of Development on capital and other campaigns, managing assigned prospects, and contributing to campaign goals.
- Collaborate with annual giving efforts to identify and upgrade mid-level donors into the major gifts pipeline.
- Support and, when appropriate, coach board members and key volunteers in donor cultivation and solicitation.

Data Management & Reporting

- Maintain accurate and timely records of all donor interactions in our CRM.
- Uphold high standards of data integrity and portfolio management discipline.

Qualifications

Required:

- Bachelor's degree or equivalent experience.
- 5+ years of progressive fundraising experience, with a demonstrated track record of securing major gifts.
- Proven ability to manage a portfolio and close five-figure and higher gifts.
- Experience or strong familiarity with planned giving strategies.
- Excellent interpersonal, communication, and relationship-building skills.
- Ability to travel for meetings (regionally and at times nationally), and between Camphill Village and Camphill Ghent, and attend occasional evening/weekend events.

Preferred:

- Experience in capital campaigns or endowment fundraising.
- Strong working knowledge of CRM/donor management systems.
- Experience working with or alongside boards and volunteers in fundraising.
- Knowledge of or affinity for Camphill communities or mission-driven, values-based organizations.

Benefits

- All health insurance copays, deductibles, and prescriptions are paid by Camphill and there is no waiting period.
- We offer generous paid time off (4 paid weeks off per year to start, plus up to 14 paid holidays)
- We encourage and support good health and wellbeing by offering an annual wellness stipend of $1000.
- To help fund your 401k, Camphill will contribute to your retirement account.
- Other benefits include dental, vision & life insurance, flexible schedule, opportunities for on-the-job training, and a diverse, beautiful, and non-traditional work environment.

Why Join Camphill Village & Camphill Ghent

Camphill Village Copake is a vibrant intentional community rooted in shared life, meaningful work, and respect for each individual, regardless of disability. Our sister community, Camphill Ghent, is a community with a mission to serve the needs of elders of all abilities through caring for the body, soul, and spirit in home settings. The MGO position offers the opportunity to play a vital role in amplifying the voices and stories of these communities by supporting fundraising and outreach efforts that sustain our organization.