



## Major Gifts Officer

### *About Gleaners Community Food Bank*

---

Mission: We exist to provide households with access to sufficient, nutritious food, and related resources. We accomplish this through collaboration, efficient operations, education, and innovative solutions to achieve a hunger-free community in southeast Michigan.

Vision: To end hunger in southeast Michigan.

Founded in 1977, Gleaners Food Bank is leading the charge against hunger in southeast Michigan; it was named the 2019 [Food Bank of the Year](#) by Feeding America, the nation's largest domestic hunger-relief organization. The food bank also earned the "Innovation Center for U.S. Dairy's Outstanding Community Impact Award" for its phenomenal work in enriching lives with access to fresh milk.



Gleaners Food Bank operates a wide range of programs to fulfill its mission of ending hunger:

- Delivers 3 million meals per month through efficient donation, collection, and sorting processes paired with a distribution network focused on bringing food closer to those in need, saving member agencies time and money they can use toward helping local neighbors.
- Collaborates with farsighted donors and partners—including Kroger, Henry Ford Health Systems, the United Dairy Industry of Michigan, and Michigan Department of Education—to develop creative food security solutions: meeting our neighbors where they are, providing greater access to nutritious foods, reducing food waste, and more.
- Operates programming for schools, such as the School Food Mobile Pantry, which serves schools that lack convenient emergency food access points; Best Food Forward, a school-based initiative exploring how food security affects educational outcomes; and Backpack Program sites, which fed 5,450 children at 69 schools year-round in 2018.
- Reshapes emergency food access to fresh produce for food-insecure consumers through retail-like neighborhood produce market experiences at both existing agency and program partners, as well as through new distribution models.
- Pilots initiatives—like its cutting-edge Healthy Food Home Delivery Program—to better serve food-insecure patients with complex health needs.

- Offers a “Cooking Matters” program, which helped 5,655 graduates save an average of \$260 per year through improved food management skills—equating to a \$1.47 million economic benefit to households.
- Encourages education and community engagement initiatives, including Gleaners’ Garden, which teaches nutrition through gardening, and Kids Helping Kids, which focuses on empowering young students to make big changes at any level.
- Provides meaningful volunteer opportunities for people who want to give back—in 2018, volunteers contributed 152,256 hours toward fulfilling Gleaners’ mission, the equivalent of 74 full-time employees.
- Avails the community to free, online educational resources centered around healthy eating habits, food safety, nutrition, and recipes in both English and Spanish.

Gleaners Food Bank is headquartered in Detroit; the organization operates five distribution centers and partners with community organizations, including schools, soup kitchens, pantries, shelters, and more.

## *The Opportunity*

---

The first—and most important—opportunity for the incoming Major Gifts Officer at Gleaners Community Food Bank is the ability to **directly improve thousands of lives in southeastern Michigan**. The five-county area served by the Food Bank is home to over 600,000 food insecure people, and 68% of the people served live at or below the official poverty level. By securing the funds for the Food Bank to accomplish its important work, the incoming Major Gifts Officer promotes stability, health, and empowerment for the hundreds of thousands served across the region.

**Timing, too, presents a tremendous opportunity** for the new Major Gifts Officer. The Food Bank has earned enthusiastic support from the organization’s major donors and has plans for exciting fundraising initiatives on the horizon. The incoming Major Gifts Officer can leverage the momentum to accelerate donor relationships and secure meaningful gifts.

The Food Bank has been guided for over six years by Gerry Brisson, **a well-respected community leader who has cultivated deep relationships** over time with Detroit’s key influencers and high-level donors, and who understands—and treats—fundraising as a top organizational priority.

The Major Gifts Officer will build on a robust fundraising foundation—the Food Bank has 45,000 active annual donors and raises more than \$16 million each year—and embrace the opportunity to **develop an even stronger program**. She or he will work with the community’s leading donors and big thinkers who have chosen the Food Bank as their philanthropic priority, and who have partnered with the Food Bank to fulfill its important vision.

Every member of the Gleaners team fully embraces—and is driven by—**the organization’s worthy mission**. The Major Gifts Officer joining this team will find passion in his or her colleagues, and purpose in the work.

The new Major Gifts Officer will enjoy the benefits of an organization that has **earned a trusted reputation over decades of service** and is recognized as an important community pillar. Gleaners Community Food Bank was honored to be named the 2019 Food Bank of the Year by Feeding America—an award recognizing its courageous, adaptive leadership; strategically and innovatively driven decision making; and collaborative partnerships.

## Key Job Functions

---

*Strategy Development and Planning* – Identifies and formally qualifies new major and planned gift prospects by developing and executing long-range and short-range strategies and plans to identify, cultivate, solicit, and steward prospects, producing a continuous stream of donors capable of making gifts of \$25,000 or more to Gleaners. Gathers data, assesses prospects, and develops strategies designed to realize the current and lifetime giving potential of individual prospects. Works closely with the Vice President, Development to identify solicitation prospects and put appropriate plans in place.

*Portfolio Management* – Develops and implements donor-centered plans for the assigned portfolio, including plans for individual prospects. Builds and maintains relationships with top-tier prospects in the portfolio.

*Donor Cultivation and Solicitation* – Ensures that timely steps are taken toward qualification, cultivation, and solicitation. Cultivates and solicits major gift support in a way that allows the donor's philanthropic interests to advance the organization's highest priorities. Conducts 120+ face-to-face visits with prospects and donors each year.

*Communication* – Develops and maintains a thorough working knowledge of Gleaners' case for support, mission, annual fundraising opportunities, and community needs to articulate the top priorities and fundraising objectives to donors and prospects. Creates letters, correspondence, materials, and proposals to communicate the case and that will resonate with donors.

*Relationship Documentation* – Updates the systems on a regular basis to reflect donor moves management.

*Collaboration* – Collaborates with fundraising teams. Participates in and leverages other fundraising activities and events as part of an individual cultivation strategy.

## Position Competencies and Skills

---

- Thorough knowledge of **fund development** principles, strategies, and tactics
- **Communicates effectively** – verbal, written, presentation, and **informing** skills
- Maintains a **donor focus** in developing the strategy and plans
- **Interpersonal savvy**
- **Instills trust**
- Ability to influence and **persuade** others
- **Situational adaptability** to adjust plans and tactics
- **Drives results**
- **Demonstrates self-awareness**
- Ability to **build networks**
- **Strategic mindset** and ability to **plan** to maximize philanthropic giving
- **Collaborates** – across teams and with constituents and partners

## Required Qualifications

---

- Bachelor's degree in nonprofit administration, business administration, or related field or equivalent knowledge and experience.

- Three years of progressively responsible experience in direct fundraising and/or relevant experience in outreach, sales, or related field

## *Desired Qualifications*

---

- Experience in major gift fundraising with a proven track record securing major donor gifts (i.e., gifts in the \$10,000 and above range)
- Experience working in a capital campaign and securing major gifts for the campaign
- Experience in the human services sector and/or fundraising experience
- CFRE

## *Application Process*

---

Benefactor Group is pleased to be assisting Gleaners Community Food Bank with this search. To learn more about Gleaners, go to <https://www.gcfb.org/>

Applications will be reviewed as they are received. All applications are considered highly confidential. To be considered for this position, please send a cover letter and resume to:

**Ron Guisinger**  
Vice President

[HR@benefactorgroup.com](mailto:HR@benefactorgroup.com)

<http://www.benefactorgroup.com>

## About Detroit

[Detroit](#) is more than the Motor City; its reputation as a rich hub of music, sports, entertainment, business, culture, art, and food continues to grow. This [affordable metro area](#) caters to a wide range of interests. And, as the home to top healthcare and financial companies—and with job growth across numerous sectors—the city offers a solid economy and energetic workforce.



For the second time in history, Detroit is defining how the world [moves](#).

### Thriving City, with an Affordable Cost of Living

Detroit boasts cultural hotspots, plentiful public spaces, diverse opportunities for recreation, and a [bright economic future](#). The city currently has its lowest unemployment rates since 2000; and it is on track to achieve its longest stretch of job growth since 1939. Lonely Planet recently named Detroit as the only U.S. city on its “Top 10 Global Cities” list. All that—for a [cost of living](#) that is lower than the national average.

### Arts, Culture, and Cuisine Hubs

Michigan’s largest city, named one of the “Most Fun Cities in America” by [WalletHub](#), is brimming with opportunities to experience art, culture, recreation, and cuisine. Residents can...

- Tour 100+ galleries in the historic Detroit Institute for the Arts, one of the top 25 museums in the country, according to [Business Insider](#).
- Pay a visit to Detroit’s performing arts spaces: from the famous Fox Theater, to the Music Hall Center for the Performing Arts, to the Detroit Repertory Theatre.
- Spend a day at the Michigan Science Center, with 250+ hands-on exhibits, live stage shows, a 4-D theater, a Planetarium, lab activities, and more.
- Explore the Eastern Market, a community market open year-round with offerings from 225 vendors. An average of 40,000 visitors flock to the Market each Saturday.
- Catch a Detroit Tigers game at Comerica Park.

Detroit, named an “Unexpected City for the Food Lover” by [National Geographic](#), is home to the famous Detroit-Style Pizza; other local favorites include Coney Island hot dogs, paczkis, and Boston Coolers. In addition, global flavors frequent the columns of Detroit’s numerous [foodie guides](#).

### Nature Oases



The Detroit metro area provides ample nature preserves and state parks. Notable green spaces include the beautiful Anna Scripps Whitcomb Conservatory and Belle Isle Park, the largest city-owned park in the U.S. The William G. Milliken State Park and Harbor, located along the Detroit riverfront, boasts 31 acres of paved trails and wetlands. A trail that truly sets the city apart is the Iron Belle Trail, which extends from the western Upper Peninsula to Belle Isle along two picturesque routes—one for hiking and the other for biking.

When completed, it will be the longest state-designated trail in the nation.

## **Unparalleled Educational Opportunities**

The region is home to numerous top public schools in Michigan as well as a number of independent and parochial schools. In addition to University of Michigan, Eastern Michigan University, and Wayne State University, the area is home to private institutions such as Lawrence Technological University and University of Detroit Mercy. Additionally, Sacred Heart Major Seminary and the College of Creative Studies are located here.

## **Diverse Neighborhoods**

Detroit offers lively urban neighborhoods—such as Corktown, Brush Park, Sherwood Forest, New Center, and Woodbridge with historic houses, beautiful art spaces, and shopping. And Detroit's suburban neighborhoods—such as Birmingham, Grosse Point, Royal Oak, and many others—have access to great schools, lower homeowner's insurance rates, and other perks. Each neighborhood carries with it a unique story and appeal. Whether you're looking for kid-friendly parks, easy access to downtown, or a short walk away from the city's tastiest restaurants, you're sure to find your fit in Detroit.