



**Position:** Director of Individual Giving  
**Type:** Full time  
**Reports To:** Founder & CEO

Tenacity is a dynamic nonprofit organization that empowers under-resourced Massachusetts youth to graduate from high school and achieve post-secondary success. Since our founding in 1999, Tenacity has been providing high-dosage youth enrichment programs that promote literacy, life skills, tennis/fitness skills, and social/emotional growth. We have served more than 45,000 students, ages 6-22, from Boston, Worcester, and Chelsea, MA. Tenacity's objectives include:

- Provide 300+ hours of youth enrichment programming per year, helping students from under-resourced neighborhoods grow academically and socially while improving their level of fitness
- Provide literacy skills that promote critical thinking and understanding through a literacy curriculum designed around themes of social justice and student empowerment
- Provide racquet sports and fitness instruction that results in athletic skills, improved physical fitness, an understanding of health, enthusiasm for sport, and tenacity/perseverance on and off the court
- Foster long-term, supportive relationships between students and Tenacity staff to encourage high school completion and post-secondary success

For 22 years, Tenacity students have achieved a 95% high school graduation rate, higher than the 2021 average graduation rates in Boston (79%) and Massachusetts (90%). As well, 70% of Tenacity students are succeeding in or have completed college or other structured post-secondary programs, which significantly exceeds the rate for Boston Public School students (38%).

Tenacity is recognized as a leader in in-school, after-school, and summer programs. All of our well-rounded programs provide literacy/academic support along with racquet sports/fitness instruction, offering youth personal attention and the opportunity to develop age-appropriate literacy skills, life skills, and physical fitness. Our school-year Pathway to Post-Secondary Success serves Boston Public Schools students, while our Summer Tennis & Reading Program is open to all children in Boston, Worcester, and Chelsea.

### **About the Position**

The Director of Individual Giving (DIG) works closely with Tenacity's Founder & CEO, members of the Development Department, Advancement Committee, and Board to pursue and secure major gifts via Tenacity's Annual Fund, the Tenacity Cup and other events as well as the Future Fund campaign. The DIG will play a key role in raising funds to meet Tenacity's \$4M annual

budget. The DIG will focus on customized relationship building with both existing and new individual donors to further Tenacity's strategic framework and achieve desired revenue goals. The ideal candidate will have a broad base of active connections to and relationships within the Greater Boston area racquets community and will have knowledge and passion for tennis and other racquet sports. He/she will be a seasoned, driven, proactive, innovative and dynamic professional, with extensive sales and/or fundraising experience and an authentic commitment to Tenacity's mission of empowering under-resourced youth to achieve post-secondary success.

#### Key Responsibilities:

- Advance the success of Tenacity's fundraising program through robust and pro-active customized portfolio management.
- Develop a working knowledge of Tenacity's mission and funding priorities to articulate a compelling case for support to current donors and prospects.
- Set clear goals for cultivation strategies for prospects and execute such plans that result in appropriate and progressive asks for Tenacity's fundraising priorities.
- Manage the cultivation, solicitation, and stewardship of an expansive portfolio of approximately 100+ prospects with 8-10+ face to face visits per month supported by written and verbal communication, direct mail and events.
- Focus on building long-term and fruitful relationships with top donors and the racquets community at large.
- Provide leadership and facilitate relationships between major donor prospects and the Founder & CEO, Board of Directors, Advancement Committee and other key volunteer leaders.
- Identify and qualify additional prospects by working independently and with colleagues; actively participate in prospect management meetings.
- Be entrepreneurial minded and contribute to the growth of the individual giving program, continually striving to improve and extend relationships with donors and prospects in ways that have a quantifiable impact on philanthropic revenue.
- Play an active role in planning and implementing marketing efforts and special events related to the cultivation, solicitation, and stewardship of major donor prospects and other key constituencies.
- Participate in short- and long-term strategic planning for the major gifts program and other development initiatives.
- Support the Founder & CEO and Development Department with other assignments as needed.

#### Qualifications

- Bachelor's degree or higher with 10-15+ years of related work experience
- Extensive sales and/or non-profit fundraising success with the ability to cultivate, solicit and close five and six figure gifts
- Highly energetic individual with a track record of building relationships and developing and executing successful sales and/or major gift strategies
- Familiarity and excitement for racquets sports and the Greater Boston racquets community (*strongly preferred*)
- Familiarity with a CRM database and/ or software (i.e. Raiser's Edge, Salesforce, etc.)

- Commitment to working within a mission-based organization and to Tenacity's goal of preparing under-resourced youth for post-secondary success
- Excellent written and verbal communication and presentation skills
- Strong organizational skills and the ability to be a dynamic multi-tasker
- Outstanding and authentic interpersonal skills
- Ability to work independently as well as collaboratively
- Superb judgment and the sensibility to adjudicate wisely among competing priorities
- Occasional availability on nights and weekends as needed for Tenacity events and meetings
- Ability to travel to face-to-face donor meetings on a regular basis
- Valid Driver's License and access to reliable transportation

## **LOCATION/WORK ENVIRONMENT**

The position will be primarily based out of Tenacity's Boston office; thus, the ideal candidate will live in or within an easily commutable distance of Boston and have the natural capacity to visit donors and attend meetings and events in the Greater Boston area.

## **Compensation**

Six figures commensurate with candidate's professional experience

To apply: Please send resume to [apply@tenacity.org](mailto:apply@tenacity.org)