

Director of Development

ROLE INFORMATION

POSITION TYPE: ☐ Volunteer ☒ Full Time, Exempt ☐ Part Time
IN-OFFICE/REMOTE: ☐ In-Office ☐ Remote ☒ Hybrid
FAITH REQUIREMENT: Active Christian faith required; statement of faith required to apply

ABOUT RESET180

Reset180 is a Virginia-based 501(c)(3) Christian organization primarily operating in Northern Virginia. Reset180's mission is to **prevent** local human trafficking and commercial sexual exploitation, **disrupt** the related networks, and **restore** those who are impacted. We walk alongside survivors with trauma-informed care, advocacy, and wrap-around support pursuing justice in our community and within the systems that affect those we serve.

GENERAL ROLE DESCRIPTION

Reset180 is at a pivotal moment of growth. The Director of Development will partner with the CEO in creating the fundraising strategy that makes that growth possible. They execute the strategy by building the infrastructure, relationships, and revenue streams that move the organization from where it is to where it needs to go.

The Director of Development is responsible for building and executing Reset180's fundraising strategy at a critical moment in the organization's growth. This role carries significant responsibility: leading Reset180 from a \$1 million to a \$3 million organization over the next three to five years, while simultaneously leading a capital campaign for a new restoration home for survivors of trafficking, made possible by a recently secured \$1 million federal grant.

This is not a role for someone looking to inherit a mature development operation. Reset180 is building and this leader will build with us. The right candidate comes with humility, a willingness to understand where the organization is today, and the discipline to lay a solid foundation before scaling. They are resourceful and resilient, able to work within a limited budget while producing consistent results over time. They are a skilled relationship builder who connects people to meaningful work, a systems thinker who can build the infrastructure that sustainable fundraising requires, and an active cultivator of major donors who can open doors and deepen investment at the highest levels.

The Director of Development serves as a member of the Leadership Team and reports directly to the CEO. They carry full ownership of all revenue streams: individual giving, major gifts, corporate partnerships, foundation grants, planned giving, and special events. Above all, this person is driven by genuine passion for Reset180's mission to prevent trafficking, support survivors, and build a community that refuses to look away.

First-Year Goal: Secure **\$1.2 million** in total revenue

Key Areas of Focus

- **50% – External Relationship Building & Donor Cultivation**
Cultivate and steward major donors, including foundations, planned giving, and estate gifts.
- **40% – Leadership, Planning & Revenue Strategy**
Oversee all revenue streams, manage and mentor development staff, guide organizational fundraising strategy, and provide strategic insight to the CEO and leadership team.
- **10% – Internal Management & Mission Alignment**
Ensure strong internal systems, operational excellence, and deep alignment with Reset180's mission and values.

KEY RESPONSIBILITIES

Development Strategy & Planning:

- Create and implement a comprehensive 3–5-year fundraising strategy aligned with organizational strategy.
- Develop annual fundraising plans with specific revenue targets across all giving channels.
- Build sustainable funding models that support organizational growth and resilience.
- Monitor fundraising performance and adjust strategies based on data and market conditions.
- Identify emerging opportunities in philanthropy and anti-trafficking funding landscape.

Market Positioning & Fundraising Excellence:

- Position Reset180 as a premier anti-trafficking organization worthy of philanthropic investment.
- Benchmark fundraising performance against comparable organizations.
- Stay informed about trends in nonprofit fundraising, donor behavior, and philanthropic giving.

Revenue Diversification & Growth:

- Design strategies to move Reset180 to a \$1.2million annual budget in the first year.
- Build infrastructure for sustainable revenue growth (systems, processes, donor pipeline).
- Create multi-year giving programs that increase donor retention and lifetime value
- Develop new revenue channels (corporate giving, planned giving).
- Identify capital campaign opportunities for major initiatives (facility acquisition, program expansion, endowment).

Relationship Building & Donor Engagement

- Personally manage a portfolio of major donor prospects and current donors.
- Build a comprehensive individual giving program for the annual fund through planned giving.
- Create donor acquisition and retention strategies to grow and strengthen our donor base.
- Identify and cultivate church and corporate partners aligned with Reset180's mission.
- Create exceptional donor experiences that inspire continued and increased giving.
- Design a comprehensive stewardship program across all giving levels.
- Keep donors informed about the impact of their giving through regular communication.
- Personally steward a portfolio of donors giving \$25K and above, and actively solicit and close gifts at the \$100K+ level.

QUALIFICATIONS AND REQUIREMENTS

- Bachelor's degree required in Business, Communications, Marketing, Nonprofit Management, or equivalent experience. CFRE certification is a plus.
- Minimum 5-7 years of progressive fundraising experience with a proven track record of success.
- Demonstrated success in major gift fundraising with personal solicitation experience at \$100K+ level.
- Experience managing a capital campaign will be a plus.
- Experience in building and managing relationships with high-net-worth individuals.

- Exceptional interpersonal skills and ability to build rapport well and intentionally.
- Outstanding written and verbal communication skills.
- Compelling storyteller who can articulate organizational impact.
- Active listening and emotional intelligence.
- Proficiency with fundraising databases/CRM systems (Bloomerang, etc.).
- Understanding of grant management and compliance is a plus.
- Strategic leadership ability with vision for sustainable growth.
- Collaborative leadership style that builds partnerships across the organization.
- Strong project management and organizational skills.
- Exceptionally high level of honesty and integrity.

FAITH, CULTURE & OUR CHRISTIAN IDENTITY

Reset180 is a Christian organization in the fullest sense. Our mission to serve survivors of human trafficking is inseparable from our identity as followers of Jesus Christ. Faith is not a program add-on, it is the foundation of everything we do and how we do it. All Reset180 staff — including part-time staff — are expected to:

- Be active followers of Jesus Christ with a personal, living faith.
- Participate in the spiritual rhythms of our team, including daily devotionals, prayer, quarterly retreats
- Embrace and reflect Reset180's Christian values in their work and conduct.
- Submit a personal statement of faith as part of the application process.

We are a team that prays together, believes God is present in this work, and draws strength from our shared faith. We want every person who joins Reset180, full-time or part-time, to be fully at home in that culture.

COMPENSATION & BENEFITS

Salary Range: \$70,000 to \$90,000 annually. Final compensation will be determined based on experience, qualifications, and demonstrated fundraising leadership. Benefits *include health, vision, and dental coverage, hybrid work flexibility, and full participation in Reset180's spiritual formation rhythms.*

Reset180 is an equal opportunity employer and a faith-based organization. Pursuant to Title VII of the Civil Rights Act, Reset180 reserves the right to hire candidates who share our Christian faith as a bona fide occupational qualification

SAFEGUARDING & EMPLOYMENT STANDARDS

Reset180 holds strict safeguarding principles and a zero-tolerance policy toward any violations of our Safeguarding Policy, Protection against Sexual Exploitation, Abuse and Harassment Policy, and Code of Ethics. Candidate selection is based on technical competence and role-specific criteria, subject to assessment of value congruence and thorough background, reference, and criminal history check processes. Reset180 is committed to building a diverse workforce through fair and equitable employment practices and welcomes applicants of any race, color, age, sex, or marital status. While we welcome everyone into this work, we believe this work is God's work, and we practice spiritual disciplines together as a team. Reset180 therefore legally requires, under Section 702 of Title VII of the Civil Rights Act of 1964, that all employees practice a mature, orthodox Christian faith as defined by the Apostles' Creed.

All employment offers are contingent upon successful completion of a background check, criminal history clearance, and thorough reference review.

TO APPLY

Email Resume, Cover Letter, References, & *Statement of Faith in one document to careers@reset180.com.

**What is a statement of faith? A statement of faith should describe your Christian faith and how you see it as relevant to your involvement with Reset180. The statement can either be incorporated into the cover letter or submitted as a separate document and should include, at a minimum, a description of your spiritual disciplines (prayer, study, etc.) and your current fellowship or place of worship.*

Reset180's Mission, Faith Statement, and Strategy

<https://reset180.com/mission-faith-statements>; <https://reset180.com/our-work>