



Individual Giving Manager

Location: Phoenix, AZ

Salary: \$60,000 - \$63,000

About New Pathways for Youth

At New Pathways for Youth, our mission is to unlock new possibilities for youth by supporting them in achieving their full potential. For over 35 years, we've transformed the lives of more than 8,000 young people who face poverty and significantly greater adversity. Through mentoring and holistic support, we help youth break cycles of hardship and create lasting change.

We are seeking a relationship-focused and strategic **Individual Giving Manager** to strengthen and expand philanthropic support for our mission. This role is responsible for managing annual fund initiatives, cultivating donor relationships, identifying growth opportunities, and helping create meaningful donor experiences that inspire investment in the young people we serve.

The ideal candidate is a skilled relationship-builder, storyteller, and fundraiser who enjoys combining strategy, analytics, and donor engagement to drive revenue growth and deepen community impact.

Roles, Responsibilities, and Expectations

Value Creation

You will drive sustainable fundraising growth by cultivating, stewarding, and expanding relationships with individual donors. Through strategic annual giving campaigns, donor engagement, prospect research, and collaboration with leadership and marketing, you will strengthen philanthropic investment that fuels transformational outcomes for youth.

Specific Duties and Responsibilities Include:

Annual Fund Strategist & Campaign Manager

- Lead the development, implementation, and evaluation of annual fund campaigns.



- Plan and execute integrated fundraising initiatives utilizing email, direct mail, digital outreach, print materials, marketing automation, and donor communications.
- Monitor campaign results and adjust strategies to increase donor engagement, retention, and revenue growth.
- Develop and execute campaigns promoting Arizona Charitable Tax Credits, Possibilities Circle monthly giving, planned giving, and other strategic fundraising priorities.
- Support donor education campaigns that increase awareness of non-cash giving opportunities including donor-advised funds (DAFs), qualified charitable distributions (QCDs), stock gifts, IRA rollovers, and legacy giving

Donor Relationship Manager

- Cultivate, solicit, steward, and retain individual donors through personalized engagement strategies.
- Maintain a portfolio of donors and prospects, fostering meaningful relationships that lead to ongoing and increased support.
- Coordinate donor recognition, acknowledgment, impact reporting, and stewardship activities.
- Track donor interactions and ensure timely, high-quality follow-up.
- Educate donors and prospects on giving strategies that align with their philanthropic goals, including recurring giving, tax-smart giving, and planned giving opportunities.

Marketing & Impact Communications Partner

- Collaborate with the Marketing Team to create donor-centered communications and fundraising materials.
- Support development of emails, publications, presentations, brochures, appeals, and multimedia fundraising content.
- Ensure stories are shared ethically, authentically, and in ways that highlight youth impact and organizational outcomes.



- Coordinate communication efforts to support annual campaigns and donor stewardship activities.

Major & Planned Giving Prospect Developer

- Identify, research, qualify, and engage prospective major and planned gift donors.
- Partner with the VP of Philanthropy to develop cultivation and solicitation strategies.
- Prepare donor profiles, briefing materials, proposals, correspondence, and stewardship plans.
- Identify and cultivate planned giving prospects and support legacy gift conversations in partnership with the VP of Philanthropy and volunteer leaders.

Donor Data & Analytics Manager

- Ensure effective utilization of donor database systems and fundraising technology.
- Maintain donor data integrity and support gift entry, segmentation, reporting, acknowledgment, and marketing automation functions.
- Monitor key performance indicators including donor retention, donor acquisition, re-engagement, campaign performance, and fundraising return on investment.
- Utilize data and reporting to recommend strategic improvements and identify growth opportunities.

Community Ambassador & Event Representative

- Represent New Pathways for Youth at donor stewardship events, fundraising initiatives, and community engagement opportunities.
- Build visibility for the organization through relationship development with donors, community partners, and supporters.
- Serve as a passionate ambassador for the mission and impact of New Pathways for Youth.
- Support planning, sponsorship development, ticket sales, and donor engagement efforts for New Pathways for Youth's signature fundraising events.



- Coordinate donor education opportunities, workshops, and learning experiences designed to deepen donor engagement and philanthropic knowledge

Leadership & Board Support

- Prepare donor and prospect research, briefing materials, and cultivation strategies for leadership and Board engagement activities.
- Partner with Board Members to develop, coordinate, and host private donor cultivation events throughout the year.
- Equip Board members with talking points, donor materials, and fundraising resources to support relationship-building and philanthropic conversations.

Staff Supervision

- Supervise the Philanthropy Coordinator.
- Provide coaching, training, direction, and performance feedback.
- Ensure high-quality execution of donor stewardship, gift administration, database management, and departmental processes.

Employee Qualities / Traits

Position Requirements

- Minimum of three years of progressively responsible fundraising experience, preferably in annual giving, donor relations, philanthropy, or nonprofit development.
- Bachelor's degree in a related field preferred; equivalent combinations of education and experience will be considered.
- Experience utilizing donor relationship management (CRM) systems and fundraising databases.
- Demonstrated success achieving fundraising and donor engagement goals.
- Ability to work occasional evenings and weekends to support donor engagement and fundraising events.



Essential Qualities

Relationship Builder

Develops authentic and trusted relationships with donors, volunteers, leadership, and community stakeholders.

Strategic Fundraiser

Understands fundraising best practices and leverages donor insights, trends, and opportunities to drive philanthropic growth.

Data-Informed Decision Maker

Uses analytics, reporting, and donor behavior data to evaluate performance and guide strategy.

Impact Communicator

Creates compelling, donor-centered messaging that inspires engagement and investment in organizational outcomes.

Project Manager

Successfully manages multiple fundraising initiatives, deadlines, campaigns, and donor activities with strong attention to detail.

Mission-Driven Professional

Demonstrates a deep commitment to the mission, values, and youth-centered work of New Pathways for Youth.

Organization Culture

At New Pathways for Youth, we are driven by empathy, data, and action. We foster a collaborative and inclusive workplace that values respect, innovation, and effectiveness. We prioritize **Opportunity, Belonging, and Fairness (OBF)** and invest heavily in the Integral Growth of our staff.



If you are a relationship-focused fundraiser who is energized by connecting donors to meaningful impact and creating opportunities for youth to thrive, you'll feel right at home here.

How to Apply

To apply, please submit your resume and cover letter to **Trish Anderson at TAnderson@NPFY.org**. Include your full name and "**Individual Giving Manager**" in the subject line.

Applications will be reviewed on a rolling basis until the position is filled.

Additional Details

This is a full-time, exempt position. New Pathways for Youth offers a comprehensive benefits package, including medical, dental, vision, life, and disability insurance, a 401(k) plan, generous paid time off, paid holidays, and professional development opportunities.

To support work-life integration, employees are eligible for **two work-from-home days per week**, subject to organizational needs.

Occasional evening and weekend work may be required to support fundraising events, donor engagement opportunities, and special organizational initiatives.