NEW JERSEY

SERVING THE COMMUNITY
SINCE 1994

JOB ANNOUNCEMENT

Director of Development

A Transformational Leadership Opportunity

EDGE New Jersey (EDGE NJ) is seeking an exceptional, visionary fundraising leader to serve as its first Director of Development, a mission-critical role that will shape the future of LGBTQ+ health and wellness in New Jersey.

This is not a maintenance role.
It is a builder's role.
A strategist's role.
A movement-shaping role.

As EDGE NJ prepares to launch a multiyear capital campaign to create New Jersey's first permanent Pride & Wellness Center, the Director of Development will design the organization's first modern fundraising program and unlock the full philanthropic potential of a deeply engaged community.

If you are a mission-driven, relationship-centered, entrepreneurial fundraiser, this is a rare opportunity to step into an organization at the exact moment when your leadership will have a generational impact.

THE ORGANIZATION

Who We Are

EDGE NJ is a trusted, community-rooted nonprofit dedicated to Advancing Healthy & Authentic Living for LGBTQ+ individuals, people living with HIV, and other vulnerable populations in need of affirming care. The organization's work is grounded in a powerful vision: A future where every person can live a healthy and authentic life in a community that celebrates their diversity.

EDGE NJ is known for:

- A deeply inclusive, predominantly queer staff whose lived experience mirrors the communities they serve
- A reputation for dignity-centered, trauma-informed care
- A commitment to dismantling discrimination and advancing health equity
- A culture of authenticity, autonomy, and community pride

The organization's longevity and credibility in the region make it a trusted partner for donors, volunteers, and community members alike.

Programs & Impact

EDGE NJ provides a comprehensive continuum of services that address the full spectrum of LGBTQ+ and HIV-related health and wellness needs.

These programs are delivered by a multidisciplinary team of licensed social workers, counselors, public health professionals, and community engagement specialists, all committed to meeting people where they are with respect, compassion, and cultural humility.

Transformational Moment: The New Pride & Wellness Center

EDGE NJ is preparing to acquire and renovate a 20,000+ square-foot facility that will serve as a permanent home for its operations and a regional hub for LGBTQ+ health and wellness. This new center will allow EDGE NJ to expand into:

- Onsite medical partnerships
- Pharmacy services
- Gender-affirming care
- Expanded HIV and STI services
- Behavioral health counseling
- Community gathering spaces
- Training, education, and outreach

This project is not simply a building; it is a generational investment in LGBTQ+ health equity in New Jersey.

A multi-year capital campaign (2026–2029) will fund the renovation and transformation of this facility.

Foundational campaign elements are already in place, including a draft case for support, gift pyramid, stewardship structure, and a campaign video currently in production.

Four Core Programs

PUBLIC HEALTH SERVICES:

- **Sexual Health**
  - Free and Confidential HIV Testing
  - Sexual Health Education
  - Free Safer Sex Supplies
  - PrEP Linkage & Navigation
  - nPEP Linkage & Navigation
- **Harm Reduction**
  - Syringe Access & Education
  - Safer Substance Use Supplies
  - Overdose Prevention
  - Linkage to Resources and Support

SUPPORT SERVICES:

- Care Coordination
- Linkage to Affirming Medical Providers
- Pharmacy & Insurance Navigation
- Ryan White Eligibility
- Residential Services
- Transportation Assistance

BEHAVIORAL HEALTH SERVICES:

- Support Groups
- Gender Affirming Letters of Support
- Individual & Family Counseling

COMMUNITY CONNECTION:

- Community Center
- Events & Social Activities
- Library & Art Gallery
- Computer Lab
- Education & Training

Fundraising Landscape

EDGE NJ's current fundraising portfolio includes:

- **Government Grants**
  Ryan White, HOPWA, HUD, NJ Department of Health, and other public health funding streams.
- **Private Giving**
  Individual donors, community tours, social media, newsletters, and emerging foundation and corporate partnerships.
- **Events**
  Dining Out for Life, Purse Bingo, NJ AIDS Walk, Morris County Pride, Legacy Ball.

Strengths

- Strong grant writing
- High-impact community tours
- Rising visibility and community goodwill

Gaps

- Limited historical donor giving data
- Limited donor conversion
- Inconsistent stewardship
- No coordinated annual giving program
- No dedicated development staff

The Director of Development will immediately assume leadership of individual giving, major gifts, sponsorships, and the capital campaign.

Organizational Culture

EDGE NJ's culture is one of its greatest assets, reflected in the authenticity, warmth, and mission alignment that candidates consistently cite as reasons they want to join the team, and demonstrated through:

- A collaborative, team-based environment
- A supportive, diverse, and proudly queer culture
- Staff autonomy and creativity
- A strong community reputation
- A commitment to social justice and dismantling systems of oppression

Leadership & Governance

EDGE NJ is led by a seasoned, mission-driven executive team and a committed board of directors. Leadership is deeply invested in the success of the new Development Director and views this role as essential to the organization's next chapter.

The Director of Development will work closely with:

- CEO (grant writing, donor interfacing, tours)
- CFO (grant writing, financial alignment)
- CIO (data, program impact, donor engagement)
- Director of Community Engagement (events, volunteers, marketing)

This role is positioned as a strategic advisor and thought partner to the CEO and board.

Why This Role Matters

EDGE NJ is ready structurally, financially, and culturally to welcome its first full-time fundraising leader. The organization is fiscally sound, growing rapidly, and preparing for a transformational capital project that will redefine LGBTQ+ health in New Jersey.

The Director of Development will:

- Build a development department from the ground up
- Lead a multi-year capital campaign
- Shape EDGE NJ's philanthropic identity
- Strengthen donor relationships and community partnerships
- Expand private revenue and long-term sustainability

This is a rare opportunity to step into a leadership role at the exact moment when the organization is poised for exponential growth.

THE OPPORTUNITY

The Director of Development will:

- Build EDGE NJ's development function from the ground up
- Lead a multi-year capital campaign with strong early momentum
- Shape the organization's philanthropic identity and donor experience
- Convert high-engagement community relationships into sustained giving
- Partner with a deeply committed CEO, board, and leadership team
- Strengthen EDGE NJ's long-term financial sustainability

The Director of Development will serve as the architect of the philanthropic strategy that brings the EDGE vision to life, ideally suited for a leader who thrives in environments where creativity, initiative, and strategic thinking are not only welcomed but essential.

Key Responsibilities

1. Major Gifts & Individual Giving (50%)

- Build and lead a robust major gifts program from the ground up
- Develop individualized cultivation and solicitation strategies for high-net-worth donors
- Convert volunteers, community tour participants, and small donors into long-term supporters
- Establish donor stewardship systems that reflect EDGE NJ's culture of authenticity and care
- Partner with the CEO and board on coordinated major gift asks

2. Capital Campaign Leadership (20%)

- Serve as the internal lead for EDGE NJ's multi-year capital campaign
- Refine and execute the campaign plan across preparation, quiet, and public phases
- Partner with leadership to identify, cultivate, and solicit major campaign gifts
- Oversee campaign materials, microsite, donor recognition, and stewardship
- Support volunteer leadership and campaign committees
- Ensure the campaign reflects EDGE NJ's values, voice, and community-centered approach

3. Corporate Partnerships & Sponsorships (10%)

- Cultivate corporate donors and community partners
- Develop sponsorship packages and ensure fulfillment of benefits
- Strengthen relationships with local businesses and corporate groups
- Expand corporate engagement in events, campaigns, and community initiatives

4. Communications & Storytelling (10%)

- Elevate EDGE NJ's case for support through compelling narratives and donor-centered messaging
- Collaborate with Community Engagement and Communications teams to produce high-quality fundraising materials
- Support the development of campaign collateral, videos, and digital assets
- Ensure consistent, inspiring messaging across platforms

5. Infrastructure, Systems & Workflow (5%)

- Establish development workflows, reporting, and data hygiene practices
- Strengthen donor segmentation, tracking, and acknowledgment processes
- Utilize DonorPerfect, Givecloud, and other systems to support fundraising success
- Build the internal infrastructure needed for long-term growth

6. Events (5%)

- Provide strategic oversight for fundraising events
- Support sponsorships, donor engagement, and event-related fundraising
- Partner with Community Engagement staff on execution and donor experience

Qualifications

Required

- Demonstrated success in major gift fundraising
- Experience with capital campaigns and campaign best practices
- Strong donor cultivation, solicitation, and stewardship skills
- Excellent organization, time-management, follow-through, and relationship management
- Ability to build systems, processes, and infrastructure
- Familiarity with donor databases (DonorPerfect, Givecloud preferred)
- Committed to social justice initiatives for people living with HIV+ and the LGBTQ+ community
- Cultural humility and experience working with LGBTQ+ communities or other stigmatized/underserved populations
- Treat others with compassion and empathy
- Passionate about EDGE NJ's mission

Preferred

- Experience building a development function in a growing nonprofit
- Experience fundraising for LGBTQ+ organizations
- Knowledge of New Jersey's philanthropic landscape
- Certified Fundraising Executive credentials = CFRE or ACFRE

Attributes & Competencies

The ideal candidate is:

- **A relationship-builder** who leads with warmth, authenticity, and curiosity
- **A strategist** who sees both the big picture and the operational details
- **An entrepreneur** who thrives in a build-as-you-go environment
- **A storyteller** who can translate EDGE NJ's impact into compelling donor narratives
- **A collaborator** who values partnership, transparency, and shared success
- **A values-aligned leader** committed to equity, dignity, and community

Compensation & Benefits

- Salary: $100,000 annually
- Benefits include:
    - 4-day work week
    - 4 weeks PTO + 16 holidays
    - Fully paid medical, dental, vision, and life insurance after 30 days
    - 401(k) with annual profit-share contribution
    - Birthday PTO
    - Pet-inclusive bereavement leave
    - Winter and Summer recess closures (paid)
- Annual cost-of-living and performance-based salary adjustments
- Equity-focused compensation philosophy

Reporting & Structure

- Reports to: Chief Impact Officer
- Supervises: Likely one staff member, one intern, and volunteers as needed
- Collaborates closely with: Chief Executive Officer, Chief Impact Officer, Chief Finance Officer, Director of Community Engagement, and Program Leadership
- Decision-making: Independent authority within job scope; major asks coordinated with CEO/Board

Success Measures (First 12 Months)

- Increased individual giving and major gift commitments
- Capital campaign on track with clear pipeline and early commitments
- Development workflows, systems, and data hygiene established
- Strong donor relationships cultivated and stewarded
- Clear, compelling case for support materials in place
- Measurable growth in private revenue and donor engagement

INSTRUCTIONS:

APPLICATION DEADLINE: FRIDAY, MAY 8, 2026

This search for the EDGE Director of Development is being conducted by Burcham Solutions.

Please direct all inquiries and a letter of interest with a resume in a single PDF document to Burcham Solutions Group by email to: tim@burchamsolutionsgroup.com

The position will remain open until it is filled.