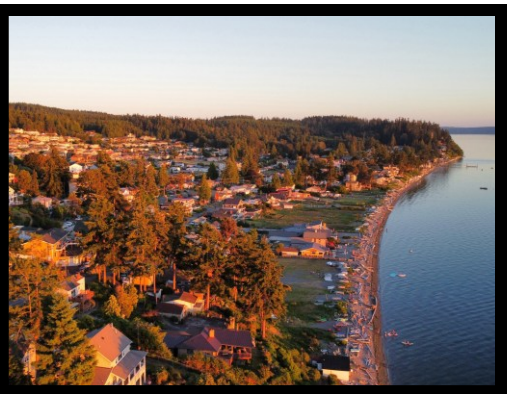

Island Senior Resources

LANGLEY, WASHINGTON

SENIOR DIRECTOR OF DEVELOPMENT & MAJOR GIFTS

Every day, Island Senior Resources helps thousands of seniors and adults with disabilities live with dignity, independence, and connection. We are looking for a Senior Director of Development & Major Gifts with the fundraising expertise, strategic vision, and heart for the mission to deepen donor relationships, grow major and legacy giving, and help expand the philanthropic support behind ISR's work. The compensation for this role is $105,000 - $140,000, and the position offers excellent benefits.

Apply by

October 4, 2026

(First Review, Open Until Filled)

PROTHMAN

THE COMMUNITY

Island Senior Resources serves residents across Island County, a two-island county in northwestern Washington composed primarily of Whidbey Island and Camano Island. The county is home to more than 86,000 full-time residents, with a higher-than-average proportion of residents aged 60 and older, reflecting its role as a retirement destination within the Puget Sound region. Proximity to Seattle and Everett supports regional access while maintaining a distinct island setting supported significantly by tourism and the military.

Whidbey and Camano Islands form a connected regional community defined by shoreline, forested uplands, and agricultural valleys. Elevations range from sea level to over 500 feet, with extensive waterfront along Puget Sound. The climate is classified as marine west coast, with mild temperatures, limited snowfall, and annual precipitation averaging 20 to 30 inches due to the Olympic Mountain rain shadow. Summers are generally dry and temperate, while winters are cool and overcast.

Oak Harbor, located at the north end of Whidbey Island, is the largest community in the region, with a population of just over 24,000. The city is home to Naval Air Station Whidbey Island and serves as the primary center for shopping, services, and employment in the region.

Coupeville, centrally located on Whidbey Island, is the county seat and is known for its historic waterfront, preserved Victorian homes, and long-standing community traditions. WhidbeyHealth, the region's primary hospital and healthcare provider, is also located here. South Whidbey communities, including Langley, are recognized for their artistic character, galleries, and cultural programming. Langley, accessible by ferry from Mukilteo, offers views of Saratoga Passage and the Cascade Range and is a destination for whale watching, particularly orcas.

Housing throughout the region includes a mix of single-family homes, rural properties, and small-town centers, with development patterns ranging from compact historic communities to more dispersed residential areas, particularly on Camano Island, which has approximately 17,000 residents and no incorporated cities.

Education is supported by multiple school districts, including Oak Harbor, Coupeville, South Whidbey, and Stanwood-Camano, along with access to Skagit Valley College and WSU Extension Island County. Primary transportation connections include State Route 20 via Deception Pass Bridge and ferry service between Clinton and Mukilteo on Whidbey Island, and State Route 532 on Camano Island. Island Transit is a free bus service that connects the Island community.

Recreation and community life are shaped by natural and cultural assets, including Deception Pass State Park, Ebey's Landing National Historical Reserve, local farms, galleries, wineries, and an extensive network of parks, beaches, and trails. Whidbey Island is dog-friendly with many dog parks and public places where dogs are welcome.

THE ORGANIZATION

Founded in 1972, Island Senior Resources (ISR) is a 501c3 nonprofit organization that serves older adults, adults with disabilities, caregivers, and families throughout Island County, Washington. ISR is headquartered on Whidbey Island and partners with local jurisdictions, senior centers, and community organizations to coordinate service delivery.

ISR is recognized within the community for delivering a comprehensive range of services tailored to older adults and caregivers, and for maintaining service continuity through both in-person and remote service delivery. With more than 50 years of service, ISR supports independence, aging in place, and access to services that promote wellbeing. The organization serves over 10,000 individuals annually across Whidbey and Camano Islands through direct services and community partnerships. Previously known as 'Senior Services of Island County,' in 2017 the organization started doing business as Island Senior Resources.

ISR operates with approximately 60 employees and more than 219 volunteers. The organization reports annual revenue of $3.7 million, and an operating budget exceeding $3.4 million, supported by a mix of public funding, grants, donations, and program revenue. ISR's values emphasize building trust and respect while using human and financial resources wisely, by fostering collaboration and participatory decision-making, striving for excellence in everything the organization does.

ISR is the largest service provider for seniors and adults living with disabilities in Island County. Over the last 53 years, ISR has provided nutrition services, including Meals on Wheels and community meals, Information & Assistance, Medicare benefits advising, medical transportation, case management for Medicaid recipients, support groups, medical lending libraries, and classes and community programming to support social engagement, wellness and fitness. ISR convenes the monthly meeting of the Senior Alliance that supports collaboration with partner organizations across Whidbey and Camano Islands.

THE POSITION

Reporting to the Executive Director and serving as an important member of the executive leadership team, the Senior Director of Development & Major Gifts leads Island Senior Resources' comprehensive contributed revenue program and serves as the organization's lead frontline fundraiser. Working closely with the Executive Director, Board members, and other organizational leaders, and overseeing the work of the Director of Annual Giving, the Senior Director will spend the majority of their time directly engaging donors through visits, conversations, proposals, solicitations, and stewardship while providing strategic direction for the broader development program. This position represents an important evolution in ISR's approach to philanthropy. Building upon a strong annual giving foundation, the Senior Director will help ISR intentionally expand major giving.

A primary focus will be strategically managing a portfolio of major donors and prospects, expanding that portfolio over time, and developing individualized cultivation, solicitation, and stewardship strategies.

The Senior Director will lead the formation and annual refinement of a written development plan, establish revenue goals and performance measures, monitor donor retention and movement through the development pipeline, and ensure disciplined use of ISR's donor management system for moves management, documentation, forecasting, and reporting. The position will also help translate ISR's programs, financial position, and community impact into a compelling case for support.

Working collaboratively across ISR, the Senior Director will partner with the Executive Director on key donor relationships and strategic asks; engage Board members in cultivation and stewardship; supervise and coach development staff; collaborate with communications, community engagement, finance, and program staff; and support donor gatherings, tours, cultivation activities, and special events. The position will help strengthen an organization-wide culture of philanthropy while ensuring development efforts remain transparent, accountable, and aligned with ISR's mission and strategic priorities.

To learn more about the responsibilities of this position, please view the full job description here.

The Ideal Candidate

Island Senior Resources is seeking an accomplished fundraising professional who understands that successful development is built on relationships, trust, and connecting donor interests with meaningful organizational impact. The ideal candidate will bring a proven record of major gift fundraising and donor management.

The successful candidate will be both a strategist and a hands-on fundraiser, comfortable managing a major donor portfolio, building individualized cultivation strategies, making meaningful asks, and stewarding relationships over time. This person will use donor history, retention information, data, and moves management to guide decisions while recognizing opportunities for estate gifts, retirement assets, securities, real estate, donor-advised funds, and other planned or asset-based giving. A thoughtful, disciplined approach to donor engagement and follow-through will be essential.

Equally important will be the ability to succeed within a collaborative, community-based organization. The ideal candidate will be a strong team player and relationship builder who works effectively with the Executive Director, Board, staff, volunteers, donors, and community partners.

This person will bring accountability, strong documentation practices, transparency, follow-through, sensitivity to equity and inclusion, and local knowledge or the ability to build meaningful community connections. ISR is looking for someone with a growth mindset, humility, humor, sound judgment, and a genuine heart for the mission.

EDUCATION & EXPERIENCE

A minimum of five (5) years of progressive fundraising experience, including demonstrated success in individual and major giving, is required. Eight (8) or more years of fundraising experience, including at least three (3) years with senior development responsibilities, is preferred. Candidates must demonstrate the ability to build donor trust and personally cultivate, solicit, and close significant gifts, ideally within a small or mid-sized nonprofit environment.

Experience developing and implementing a comprehensive development plan across multiple revenue streams, managing a major donor portfolio, using donor database/CRM and moves-management systems, establishing fundraising metrics, forecasting contributed revenue, and partnering with executive leadership and Board members is highly desirable. Experience supervising or mentoring development staff is also preferred.

A record of success supporting a capital or special campaign, experience with planned and legacy giving, and an event-management background are strongly desired. Experience with a nonprofit serving older adults, people with disabilities, human services, or a similarly mission-driven organization is preferred. CFRE certification or the ability to achieve certification within the first 12 months of employment, is preferred.

ISR is principally seeking demonstrated fundraising expertise, results, judgment, relationship-building ability, and the capacity to successfully lead a sophisticated major gifts and development program.

Necessary Knowledge, Skills, and Abilities:

- Demonstrated knowledge of major gift fundraising, donor cultivation, solicitation, stewardship, moves management, and long-term relationship development.
- The ability to strategically manage a portfolio of major donors and prospects, develop individualized strategies, and maintain consistent, meaningful donor contact.
- Knowledge of the progression from annual giving to major gifts, capital and special campaigns, and planned or legacy giving, including estate gifts, retirement assets, securities, real estate, donor-advised funds, and other non-cash giving opportunities.
- Strong nonprofit financial literacy, including the ability to understand financial statements, revenue sources, IRS Form 990 information, fundraising trends, donor retention, and organizational inputs, outputs, and outcomes.
- The ability to translate ISR's programs, finances, strategic priorities, and measurable impact into compelling donor communications and cases for support.
- Demonstrated skill in developing and implementing comprehensive development plans, establishing revenue goals and metrics, forecasting contributed revenue, and evaluating performance.
- Strong donor database and CRM skills, including disciplined moves management, donor documentation, portfolio tracking, and reporting.
- Demonstrated ability to cultivate donor trust and personally solicit and close significant gifts, including four- and five-figure gifts and above.
- Skill in partnering with executive leadership and Board members on donor cultivation, strategic asks, introductions, and stewardship.
- Strong leadership and supervisory skills, including the ability to coach staff, establish expectations, strengthen accountability, and support an integrated development program.
- Excellent written, verbal, interpersonal, presentation, storytelling, organizational, and event-management skills.
- The ability to work independently and collaboratively with strong judgment, discretion, integrity, transparency, accountability, and sensitivity when handling confidential donor information.

COMPENSATION & BENEFITS

- **$105,000 - $140,000 DOQ**
- Vacation - 12 days of vacation accrued per year (increasing to 20 days per year by 5 years).
- Paid Holidays - 11 federal holidays with full office closure plus 1 anniversary holiday per year.
- Sick Leave - 12 days per year.
- Paid leave for Bereavement and Jury Duty
- Health Insurance - Employer-paid Health Insurance for the employee with buy-up options available; employee-paid options are available for dependents. Employees who opt out of the group plan because they have other minimum essential coverage may be issued cash up to $420 per month.
- Vision Insurance - Employer-paid Vision Insurance for the employee; employee-paid options are available for dependents.
- Group Term Life and Accidental Death and Dismemberment (AD&D) Insurance - up to a $10,000 benefit.
- Employee Assistance Program.
- Optional 401K.
- Relocation Assistance.

For more information on Island Senior Resources, please visit:

www.senior-resources.org

Island Senior Resources is an Equal Opportunity Employer. All qualified candidates are strongly encouraged to apply by **October 4, 2026** (open until filled). Applications, supplemental questions, resumes and cover letters will only be accepted electronically. To **apply online,** go to **www.prothman.com** and click on "**Open Recruitments**", select "**Island Senior Resources, WA – Senior Director of Development & Major Gifts**", and click "**Apply Online**", or click here. Resumes, cover letters and supplemental questions can be uploaded once you have logged in.

PROTHMAN

www.prothman.com

206.368.0050

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