



Title: **Director of Development**

Organization: **Lee & Beulah Moor Children's Home (www.leemoor.org)**

Reports to: **Chief Executive Officer**

Location: **El Paso, TX**

ORGANIZATION OVERVIEW

The Lee & Beulah Moor Children's Home (the Home) is a gift from the late Lee and Beulah Moor, dedicated to the children of El Paso. Since welcoming its first residents in December 1959, the Home has positively impacted the lives of thousands of children and families. For over 67 years, the Lee & Beulah Moor Children's Home has provided a full range of services to children and families. The Home provides a safe, nurturing environment that fosters growth, teaches self-respect, instills respect for others, and emphasizes the importance of personal responsibility for one's choices and actions.

The main residential campus is home to administration offices, residential cottages, a recreation center, a library and learning center, several group homes, the MacGuire Center, and a support services building. In addition, the Home is proud to have a recreational camp in the foothills of the White Mountains in Three Rivers, New Mexico. A generous gift from the late Charles Leavell, the camp features three group cabins, a large cabin with a meeting/dining area, a shower house, and both low and high ropes courses. With breathtaking views of White Sands National Park and the Tularosa Basin, the camp offers a unique setting for adventure and personal growth.

Philosophy

Every Child is Special. Each child is blessed with individual strengths and the ability to grow and change, given the right guidance and support.

Families Face Challenges. Life's difficulties can sometimes hinder a family's ability to provide the care children need.

Healing Takes Courage. We understand that addressing challenges and seeking forgiveness takes courage, commitment, and compassion

Safety and Love are Essential. Every child deserves a safe, nurturing environment where they can thrive and discover their strengths.

Boundaries are Vital. Children need consistent, caring boundaries to help them grow and build healthy relationships.

Personalized Plans Matter. Every child and family deserves a thoughtful, individualized plan – one that sets clear goals, celebrates strengths, defines responsibilities, and holds realistic expectations.

Reunification is a Priority. Whenever possible and safe, we strive to reunite children with their families, helping to restore connections and foster healing.

PROGRAM HIGHLIGHTS

Residential Children's Home

The 13-acre campus includes nine cottages, each designed to foster a home-like atmosphere offering shelter and care for up to 70 children aged 5 to 18.

Foster Care Programs

A compassionate foster care program that provides children with a safe, nurturing environment where they can heal and grow.

Adoption Agency and Services

A thoughtful adoption program that creates individualized adoption plans that match children with prospective adoptive families.

Unplanned Pregnancy Counseling

Compassionate counselors and caseworkers provide women with unbiased, factual information about all available options, empowering them to make informed decisions.

Education Program

Children are given access to a dynamic, results-oriented education program. Staff and volunteer tutors provide individualized support in a well-equipped library space designed for learning.

Adventure Program

Youth are given a chance to engage in challenging experiences that push their boundaries and allow them to make decisions in real-world scenarios.

Camp Leavell

A 100-acre property providing an ideal retreat for youth to engage in transformative outdoor experiences.

The MacGuire Center

The Center empowers youth through higher education and career readiness as they transition from high school to college.

For a full list of programs, see:
leemoor.org/programs/

THE POSITION

Reporting to the Chief Executive Officer, the Director of Development will play a key role in advancing the organization's long-term sustainability and visibility. The Director will focus on engaging, cultivating, and soliciting individual, major donor, and corporate gifts and will play a leading role in planning and executing a \$18M capital campaign. In addition to serving as the organization's primary fundraiser, the Director will manage community relations, public relations, social media, marketing, events, and volunteers.

RESPONSIBILITIES

Fundraising

- Develop and manage a portfolio of individual donors and prospects with a focus on gives of \$5,000 and above.
- Identify, cultivate, solicit, and steward new major donor prospects.
- In partnership with the Chief Executive Officer and Board leadership, create personalized cultivation and stewardship strategies.
- Strengthen relationships with existing supporters through engagement opportunities and site visits.
- Partner with the Chief Executive Officer and Board of Directors to align fundraising and earned revenue strategies with organizational goals.

Community Relations

- Collaborate across departments to ensure donor and client experiences are thoughtful, mission-aligned, and high quality.
- Recruit, train, and supervise volunteers.
- Cultivate positive relationships with local stakeholders, corporate partners, and the public to ensure long-term community engagement including attending community events.
- Create and distribute press releases, newsletters, and promotional materials that effectively convey the organizations mission and impact.
- Coordinate and perform all agency tours, coordinate donor events for children, garner donations for activities, gifts for the children, including extensive birthday wish lists and Christmas wish lists

Capital Campaign

- Lead the strategy, launch, and execution of a \$18M capital campaign.
- Develop campaign case statements, donor engagement strategies, and prospect pipelines.

- Personally cultivate, solicit, and steward leadership-level and principal gift prospects.
- Partner with the Chief Executive Officer and Board leadership to secure major philanthropic commitments.

Events

- Plan and manage all facets of the Home's two annual signature fundraising events: Walk/Run for Families in Crisis and Operation Pumpkin.
- Support smaller cultivation and fundraising events throughout the year, including children's and cottage needs.
- Leverage events as opportunities for donor engagement, stewardship, and long-term relationship building.
- Partner closely with the CEO to strengthen fundraising participation and community connections.

SKILLS AND EXPERIENCE

- Minimum of 5 years of professional experience in fundraising, preferably in a nonprofit, mission-driven organization.
- Demonstrated success in personally securing five and six-figure philanthropic commitments, with a strong track record in major and individual gifts.
- Deep experience in donor cultivation, stewardship strategies, advancement operations, and data-informed fundraising practices, with the ability to translate organizational vision into compelling philanthropic investment opportunities.
- Experience in donor tracking, relationship management, and pipeline development.
- Experience managing fundraising events with a focus on donor engagement and revenue growth.
- Ability to translate mission into compelling funding and partnership opportunities.
- Proven track record of overseeing integrated marketing and communications strategies that support revenue growth.
- Experience managing and updating websites, social media channels, and newsletters.
- Knowledge of and access to community and media resources.

TO APPLY

To apply, please submit a complete resume with full employment history and a cover letter detailing your interest in the position to Renee Tanner, rtanner@leemoor.org.