



# SENIOR MANAGER OF MAJOR GIFTS

ByalaSearch LLC is pleased to announce that our firm has been retained by the Greater Boston Food Bank to identify candidates for the position of Senior Manager of Major Gifts.

## ABOUT THE GREATER BOSTON FOOD BANK

GBFB is the largest hunger-relief organization in New England and among the largest food banks in the country. Since its founding in 1981, it has been clear about its mission: To create a hunger-free Eastern Massachusetts for the 190 communities it serves, from Boston to the Cape to Worcester. We are committed to increasing our food distribution to provide three meals a day to every person in need in Eastern Massachusetts while supporting healthy lives and healthy communities.

Through the compassion and commitment of our supporters, staff, partners and volunteers, The Greater Boston Food Bank (GBFB) takes a bold, innovative and multi-pronged approach to achieve our mission to end hunger here through food acquisition and distribution and advocacy for local and national policies that work to curb and eradicate hunger.

Approaching fifty years old, the GBFB has continuously grown and expanded its efforts. In 1974, Kip Tiernan started to distribute food from her station wagon to those in need and later founded what we now know as The Greater Boston Food Bank (GBFB). From these humble beginnings, we have grown into the leading hunger-relief agency in New England and one of the largest in the country. Today GBFB provides over 109 million pounds of healthy food each year to more than 600 distribution sites across Eastern Massachusetts. That healthy food passes through GBFB before being distributed through more than 600 partner agencies and direct distribution sites such as: Food Pantries, Soup Kitchens, Community Meal Programs, Senior Centers, Veterans, Afterschool organizations and more. Our partner agencies place food orders through our online inventory system and pick up their orders at our



warehouse in Boston. For some partner agencies that are located too far from GBFB's warehouse for regular pick-ups or have transportation challenges, GBFB operates several cross-dock locations across Eastern Massachusetts. The transportation challenges of these agencies are accommodated by bringing food to convenient, central locations to ensure they get the critical food on which their community members rely.

GBFB acquires food through food industry product donations and financial contributions that enable us to purchase high-nutrient quality food. We also benefit from the generosity of over 12,000 volunteers annually who help to sort, pack and distribute food products. GBFB works to acquire, store, organize and distribute food through local food pantries, community meal programs, homeless and residential shelters, youth programs, veteran programs, senior centers, and day-care centers, each embedded in communities throughout the nine counties of eastern Massachusetts. With hunger increasing in Massachusetts, the need for GBFB and its services only increases. The need is great: one in three Massachusetts households experiences food insecurity, or the lack of consistent access to adequate food. 21.9% of Massachusetts households with children do not have access to sufficient or healthy food, according to a US Census Survey. Food insecurity rates, which are higher for Black and Hispanic residents, were exacerbated by the pandemic. Just 19% of all Massachusetts households experienced food insecurity in 2019. This jumped to 30% in 2020, 32% in 2021, and 33% in 2022.

In November 2023, O'Neil Outar joined GBFB as Executive Vice President leading the Advancement Division overseeing communications, fundraising, marketing, public affairs, and public relations. Prior to joining GBFB, O'Neil spent 30 years in senior fundraising and engagement management roles at leading global research institutions, most recently at Rhode Island School of Design where he served as Vice President of Advancement. He is known as an impact leader who has worked to transform organizations through building advancement organizations and securing transformative gifts.

GBFB Advancement is undergoing a rebuilding to create an organization and program that can support the demands of growing food insecurity in the region. GBFB raises approximately \$40 million in cash annually and is considered one of the most respected nonprofits in Greater Boston. During the COVID-19



pandemic, GBFB saw donors and dollars surge (both more than tripled) in response to public awareness of growing food insecurity in the region. Since the pandemic, GBFB Advancement has been tasked with building a best-in-class organization to increase fundraising to meet increasing and ongoing needs. In addition to the funding they provide, partner corporations and foundations play an essential role in increasing visibility of food insecurity in our communities. Priorities for the new organization include new stewardship programs, enabling infrastructure, and planned giving.

## PRIMARY FUNCTION

Reporting to the Senior Director of Development for Individual Giving, the Senior Manager of Major Gifts is responsible for advancing relationships with individual donors who have the capacity to make significant philanthropic investments in The Greater Boston Food Bank (GBFB). In this fundraising role, the primary focus is on securing annual gifts of \$10,000 and above from a portfolio of individuals to support the organization’s mission. The placement will achieve this by implementing strategies to cultivate, solicit, and steward donors toward annual, endowed, multi-year and planned gifts that support the current and long-term priorities of GBFB. The Senior Manager of Major Gifts will collaborate with other GBFB team members, leaders, and volunteers to execute these activities.

## POSITION DESCRIPTION

### Role and Responsibilities:

- Manage a portfolio of 150+ individual donors and prospects; apply management best practices to secure five, six, and seven-figure gifts.
- Actively cultivate and engage with donors on a consistent, ongoing basis, achieving a minimum of 150 visit contacts (in-person, virtual, telephone) annually across portfolio.



- Conduct at least 20 major gift solicitations and 2 bequest solicitations annually.
- Collaborate with other frontline fundraisers, members of the Advancement team, other GBFB departments, senior and executive leadership, advocates, and volunteers to support donor cultivation and stewardship activities and events.
- Consistently record activities and update information in Salesforce to ensure accuracy and upkeep of donor accounts, the overall donor pipeline, and for moves management tracking.
- Frequent regional travel, with some evening and weekend work required.

**Ideal Skills and Experience:**

- Bachelor's degree required.
- 5-7 years of major gift fundraising experience.
- Must possess a professional demeanor, as well as strong interpersonal and customer service orientation as well as organizational, verbal and written communications skills.
- Proven capacity to develop constructive relationships with donors, colleagues, volunteers, advocates, and others.
- Ability to prioritize and be proactive.
- Capable of working independently and collaboratively.
- Demonstrates the required digital competencies that result in the effective usage of the full range of digital technologies at GBFB; proficiency in Microsoft Office suite and CRM databases (Salesforce a plus) required.
- Ability and willingness to travel within Massachusetts, including having a valid driver's license.



**Critical Competencies for Success:**

- Demonstrated track record of using moves management to cultivate, solicit and close gifts and steward donors at the 5, 6 and 7 figure levels
- Ability to move from introductory to solicitation to close phases with minimal supervision
- History of cultivating multi-year gifts and moving donors along and up the giving pipeline
- Actively contributing to building an organizational culture and bringing best practices in philanthropy to an organization

**Other Characteristics:**

Personal motivation combined with dedication to GBFB's mission are essential to the Senior Manager of Major Gifts. The successful candidate will be collaborative and demonstrate flexibility in adapting to shifting institutional priorities in a fast-paced environment and must possess the maturity, poise, and sophistication to understand and manage complex relationships with colleagues and high net worth individuals. They will have demonstrated expertise in philanthropy and its best practices, making them a trusted advisor to the Senior Director of Development and the rest of the philanthropy and greater organizational team.

The Senior Manager of Major Gifts will have a demonstrated ability to bring team spirit, enthusiasm and integrity to the role to motivate and achieve results. The placement is expected to be a self-starter who is adept at working independently and as part of a small team in a start-up environment, equally skilled at being entrepreneurial and deeply collaborative. The placement



will possess the demonstrated ability to manage competing demands and the changing pace of priorities on behalf of the Greater Boston Food Bank.

## WORK ENVIRONMENT

The current work environment is hybrid, mostly remote and in the office 2-3 days a week.

## COMPENSATION

The compensation for the Senior Manager of Major Gifts is targeted at \$82,000 to \$107,000.

## KINDLY SEND NOMINATIONS OR EXPRESSIONS OF INTEREST TO:

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